

DEFENSE LOGISTICS AGENCY
FEDERAL AGENCY ANNUAL
EQUAL EMPLOYMENT OPPORTUNITY
STATUS REPORT

FOR PERIOD COVERING

OCTOBER 1, 2005
to
SEPTEMBER 30, 2006



**8725 JOHN J. KINGMAN ROAD, SUITE 1127
FORT BELVOIR, VIRGINIA 22060-6221**

Annual EEO Program Status Report
Management Directive - 715
Defense Logistics Agency
October 1, 2005 to September 30, 2006

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Part 1

EEOC FORM
715-01 PART A - D
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

For period covering October 1, 2005, to September 30, 2006.

PART A Department or Agency Identifying Information	1. Agency	1. Department of Defense
	1.a. 2 nd level reporting component	1.a. Defense Logistics Agency
	1.b. 3 rd level reporting component	
	1.c. 4 th level reporting component	
	2. Address	2. Defense Logistics Agency DLA Corporate EEO Office, Room 1127 8725 John J. Kingman Road
	3. City, State, Zip Code	3. Fort Belvoir, VA 22060
	4. CPDF Code	5. FIPS code(s)
	4. DD07	5. 47900
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees	1. 20,825
	2. Enter total number of temporary employees	2. 102
	3. Enter total number employees paid from non-appropriated funds	3. Data Not Available
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]	4. 20,927
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title	1. Director
	2. Agency Head Designee	2. Robert T. Dail, Lieutenant General, USA
	3. Principal EEO Director/Official Official Title/series/grade	3. Famia J. Magaña, Director of Equal Employment Opportunity, GS-260-15
	4. Title VII Affirmative EEO Program Official	4. Johnny R. McAfee Affirmative Employment Program Manager, GS-260-13
	5. Section 501 Affirmative Action Program Official	5. Eric Spanbauer Disability Program Manager, GS-260-13
	6. Complaint Processing Program Manager	6. Brent G. Bailey Staff Director, EEO Policy and Compliance, -260-14
	7. Other Responsible EEO Staff	

*Note: Workforce statistics on this page are from DLA Workforce Analysis Tool (DWAT); other workforce statistics within this report may differ.

EEOC FORM
715-01 PART A - D
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

PART D	Subordinate Component and Location (City/State)	CPDF and FIPS codes	
List of Subordinate Components Covered in This Report	Defense Logistics Information Service 74 Washington Avenue, North Battle Creek, MI	DD07	12980
	Defense Reutilization and Marketing Service 74 Washington Avenue, North Battle Creek, MI	DD07	12980
	Defense Distribution Center 2001 Mission Drive, Building 81 New Cumberland, PA	DD07	25420
	Defense Supply Center Philadelphia 700 Robbins Avenue Philadelphia, PA	DD07	37980
	Defense Supply Center Richmond 8000 Jefferson Davis Highway Richmond, VA	DD07	40060
	Defense Supply Center Columbus P.O. Box 3990 Columbus, OH	DD07	18140
	DLA, EEO Operations Division 8725 John J. Kingman Road, Room 1119 Fort Belvoir, VA	DD07	47900

EEOC FORMS and Documents Included With This Report

*Executive Summary [FORM 715-01 PART E], that includes:	x	*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]	
Brief paragraph describing the agency's mission and mission-related functions	x	*EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement	x
Summary of results of agency's annual self-assessment against MD-715 "Essential Elements"	x	*EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier	x
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF	x	*Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J]	x
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	x	*Copy of Workforce Data Tables <u>as necessary</u> to support Executive Summary and/or EEO Plans	x

Summary of EEO Plan action items implemented or accomplished	x	*Copy of data from 462 Report <u>as necessary</u> to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues.	x
*Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]	x	*Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects	NA
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	x	*Organizational Chart	x

Part 2

EEOC FORM
715-01 PART E

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

DEFENSE LOGISTICS AGENCY

For Period Covering October 1, 2005 to September 30, 2006.

EXECUTIVE SUMMARY

The Defense Logistics Agency (DLA) is a U.S. Department of Defense (DoD) Combat Support Agency. The DLA Director reports to the Under Secretary of Defense for Acquisition, Technology and Logistics through the Deputy Under Secretary of Defense (Logistics and Materiel Readiness). DLA provides worldwide logistics support for the missions of the Military Departments and the Unified Combatant Commands under conditions of peace and war. DLA also provides logistics support to other DoD Components and Federal agencies, foreign governments, international organizations, and others as authorized. DLA's workforce is made up of over 20,000 civilian and military employees located in 48 states and 28 countries.

Equal Employment Opportunity (EEO) is recognized as an integral component of the DLA strategic mission. The Director, EEO and staff assist the Agency to address the lack of participation by members of minority groups, women, and individuals with disabilities, particularly in DLA's most populous occupations and leadership ranks, and establishes a process to sustain a diverse workforce.

In our Fiscal Year (FY) 2005 report, we stated that we performed the Agency Self-Assessment Measuring Essential Elements. The deficiencies were identified in the following Essential Elements: Management and Program Accountability; Demonstrated Commitment from Agency Leadership; Integration of EEO into the Agency's Strategic Mission; Proactive Prevention; Efficiency; and, Responsiveness and Legal Compliance. During FY 2006, the majority of these deficiencies were corrected or eliminated. This report will provide details on our accomplishments for those areas previously identified as deficient and will reflect that a significant number of these deficiencies have been corrected. Some of these deficiencies and action plans have been modified, and in remaining areas, there have been little to no progress made. DLA will continue to track and eliminate all identified deficiencies.

The program element that we identified as being the most deficient was Element E – Efficiency. The aforementioned analysis indicated that our lack of an automated discrimination complaint tracking tool and an automated workforce analysis tool had contributed greatly to the deficiencies in this element. Since the last report, we have deployed the DLA Workforce Analysis Tool (DWAT) and are now capable of analyzing and reporting all the required data tables. In FY 2006, the Agency also deployed an automated discrimination case management and information tracking tool (iComplaints). There was significant improvement in the Agency's processing time for issuing final agency decisions on EEO complaints, and the DLA Director, EEO delivered a "State of the Agency Briefing" during this reporting period. Therefore, this deficiency has been corrected and is no longer a barrier.

Complaints Processing

In FY 2005, DLA reported that the average processing days for final agency decisions were a barrier. This barrier no longer exists. During FY 2006 we conducted an inventory reduction initiative that dramatically improved the average processing time for issuing final agency decisions. Specifically, in FY 2006 the Agency's average processing days were reduced from 239.0 in FY 2005 to 178.55 days. Also, during FY 2006, the Agency deployed a complaint tracking system (iComplaints) which enables us to monitor the quality and timeliness of complaint processing at the field activity level.

Alternative Dispute Resolution Program

Through implementation of the DLA Alternative Dispute Resolution (ADR) Program for EEO disputes that is called "Reach Equitable Solutions Voluntarily and Easily (RESOLVE)," DLA has taken significant steps toward changing the way the Agency manages conflict. The RESOLVE Program strives to build a strong foundation for preventing destructive conflict in the Agency. When conflict occurs, the RESOLVE Program is instrumental in bringing it to a conclusion that all parties perceive as being fair and equitable. DLA's leadership understands that as a good business practice, resolving conflict early can help maintain or restore relationships both in the workplace and with users and recipients of DLA program services while at the same time avoiding the costs of litigation, administrative hearings, or investigations.

A review of DLA 462 Statistical Report for FY 2006 revealed that the participation in the ADR (RESOLVE) Program during the informal stage of the complaint process was only 28.1%. During the pre-complaint stage, only 77 individuals accepted ADR out of 274 offers to individuals. Pre-complaint processing data also revealed that the resolution rate declined from 80% in FY 2005 to 67.5% in FY 2006.

DLA's formal complaint ADR program activities were significantly better. Twenty-four of 27 complainants accepted ADR. The resolution rate for the complainants that participated in ADR during the formal stage was 88.8% (24 out of 27 cases were resolved). The resolution rate remained high for all cases that were referred through mediation.

In light of the low DLA participation rate for ADR (pre-complaint processing), the Agency will continue to seek ways to increase the resolution rate for complaints during the informal stage of the process. The DLA Corporate Leadership and field activities will also continue to encourage employees to utilize early dispute resolution programs through the new employee orientation, news media, "stand up meetings," etc.

Targeted Groups

Consistent with a key element of a Model EEO Program (Integration of EEO Into The Agency's Strategic Mission), during this reporting period, the Director, DLA and senior leadership have integrated strategies, plans, objectives, and measures, and established milestones through the Balanced Scorecard Initiative to increase the participation rate¹ of the targeted groups. DLA seeks to increase and monitor the participation rate of African-American Men² and Women in DLA's Executive/Senior Level from their present rate of 4.87% and 2.65%, respectively to *4.39% and *5.79%.

The Agency is also seeking to maintain and monitor the participation rate of Women in First Level Officials/Manager positions (GS-12 and below) at or above *50.52. During this reporting period the participation rate for women in these positions was 52.51%³; in Mid-Level Officials/Managers (GS-13 and 14) positions from 45.02% to *50.42%; in Executive/Senior Level Officials/Managers (GS-15 and above) from 35.39% to *50.42%; and in Craft Worker positions to from 2.94% to *3.08%, respectively.

In those areas where the Agency has met or exceeded the established Relevant Civilian Labor Force (RCLF) for targeted groups, we shall continue to monitor and report our progress on an ongoing and continuous basis.

During FY 2006, DLA conducted and participated in a number of recruitment events as an effort to increase the participation rate of targeted groups in the workplace.

Women

During FY 2006, DLA made progress regarding the participation rate of women. In our last submission (FY 2005), we reported that women had a low participation rate at 41.61% in the overall DLA workforce. During FY 2006, the number of women in the DLA overall workforce remained unchanged at 41.61%.

¹ *Denotes the Relevant Civilian Labor Force (RCLF).

² During this reporting period, the participation rate for African-American men has exceeded the RCLF.

³ During this reporting period, the participation rate for Women has exceeded the RCLF.

Women in the DLA workforce overall, however, remain slightly below the RCLF of 43.10%. See Table A1. In first level grades (GS-12 and below) women increased in participation from 31.89% to 52.51%, exceeding the participation rate in the RCLF of 50.42%. In mid-level positions (GS-13-14) women increased from 38.22% to 45.02% and are approaching adequate participation with the RCLF (50.42%). In Executive/Senior Levels (GS-15 and above) women increased from 32.78% to 35.39%. However, in this area, women remain below the RCLF of 50.42%. Women in Craft Worker positions decreased from 5.64% to 2.94%, which remains below the RCLF of 3.08%. Women in Laborer and Helper positions increased from 15.89% to 20.0% and still remain below the RCLF of 15.63%. Women Service Workers increased from 4.94% to 7.45% and still remain below the RCLF of 11.77%. This plan will address the strategies that the Agency has and will further utilize to increase the diversity of the DLA workforce in these areas. The Agency's adapted strategies are stated below. See Table A3.

Hispanics/Latinos

The participation rate of Hispanics in the DLA workforce increased slightly. The percentage of Hispanic/Latino males increased from 3.08% to 3.11%; Hispanic/Latino females decreased slightly from 1.55% to 1.52%. The participation rate of Hispanics/Latinos in the DLA workforce remains well below the RCLF percentage (5.36% males and 3.67% females). See Table A1. DLA also continues to lag in terms of an adequate participation rate of Hispanics in the mid level (GS-13-14). During FY 2006, the percentage of Hispanic/Latino males increased from 1.50% to 2.0%; Hispanic/Latino females also increased slightly from .88% to 1.09%; in the Executive/Senior (GS-15 and above) Levels, the participation rate of Hispanic/Latino males decreased from 1.34% to .88%; Hispanic/Latino female participation rate increased slightly from 1.00% to 1.33%. See Table A3.

Hispanics continue to have a low participation rate in nearly all of DLA's major occupations/series including 1102, 301, (6907 for Hispanic females), 2210, 2005, and (2010 for Hispanic males). See Table A6. A review of DLA workforce changes reflected that DLA did not suffer any significant net loss of Hispanic men or women (0.03% and -0.03%, respectively) as compared to FY 2005⁴. Hispanics in the DLA workforce continue to participate primarily in Laborer (7.41% males and 1.76% females), Operatives (6.60% males), Craft Worker (4.4% males), and Service Worker occupations (3.85% males). See Table A3.

To address these concerns, the Agency presently recruits to fill positions at all grade levels at events and job fairs/forums targeted to Hispanics and has established and published a schedule for recruiting at colleges and universities. DLA has also partnered with Hispanic Serving Institutions (HISs), Hispanic organizations, advocacy groups, and Hispanic professional organizations.

DLA's Corporate Recruiter leads, guides, coordinates, and oversees the recruitment of groups that have a low participation rate. DLA has developed a professionally trained cadre of recruiters made up of individuals from the Human Resources, EEO, and functional areas of DLA. The cadre works closely with the Corporate EEO Office.

Black or African Americans

During FY 2006, there were no significant accomplishments in this area. The participation rate of Black or African-American males in the DLA's Executive/Senior Level Occupational Category increased from 3.34% during FY 2005 to 4.87% in FY 2006. The African American female participation rate decreased from 4.35% to 2.65% in senior level positions, below the RCLF (5.97%) (See Table A3). The participation rate of Black/African-Americans in the DLA Executive/Senior Level workforce also remained below their participation rate in the DLA workforce (11.11% male and 12.05% female). Consequently, we shall continue to monitor this category until the participation rate of African-Americans in Executive/Senior Level positions is consistent with the RCLF or has exceeded the Agency's internal objectives. Until such time that we identify a trend in the reversal of the participation rate in this area, we shall continue to report this as being a barrier.

The participation rate of African-American males in the overall DLA workforce increased from 10.91% to 11.11% as of September 30, 2006. Alternately, during these same period African-American females in the overall workforce increased slightly from 11.99% to 12.05% as of September 30, 2006. See Table A1. This

⁴ The net loss of Hispanics in FY 2005 exceeded the participation rate of Hispanics in the DLA workforce of 4.63%.

plan will address the strategies that the Agency has initiated and will further utilize to increase the diversity of the DLA workforce in these areas. See also Table A3.

Disability

The employment of individuals with disabilities was identified as a problem area. Due to the lack of a workforce analysis tool, we were unable to fully review our recruitment, hiring, career development, promotion, and retention of individuals with targeted disabilities. This barrier has been eliminated. During FY 2006, the DLA Workforce Analysis Tool was deployed, and the Agency's EEO Office is now able to monitor all targeted group workforce fluctuations.

During FY 2006, the participation rate of targeted disabled employees decreased slightly from 2.0% to 1.96%. DLA still remains below the established goal of 3.0%. Agency-responsible officials will continue their ongoing efforts through utilization of the Workforce Recruitment Program (WRP) for college students with disabilities and the DLA Corporate Intern Program. DLA responsible officials will continue to work with all available resources towards progress in this area. In order to maintain and increase individuals with targeted disabilities in the DLA workforce, Special Recruitment Plans have been promoted and continued where already in place. DLA provided four recruiters to work with the Department of Labor in the annual WRP recruitment process as interviewers of potential candidates at various colleges and universities all over the Nation, and will do so again for the next fiscal year. During FY 2006, DLA hired 33 WRP students as compared to 34 in FY 2005. Eleven students with targeted disabilities out of 33 summer students with reportable disabilities were hired. One student with a targeted disability became a permanent hire out of 2 permanent hires with reportable disabilities. Our employment statistics have not increased measurably despite the success of WRP. The DLA Disability Program Manager and the DLA Recruiter work together at job fairs targeted to people with disabilities, and the Disability Program Manager participates at conferences as a panel member and as a presenter. See Part 7 (EEOC Form J) for more details.

Employee Recognition and Awards

FY 2006 data revealed that overall, minority groups and individuals with targeted disabilities continue to lag in recognition and awards. Our previously expressed concern was that some targeted groups were not receiving the number and amounts of time off and monetary awards that were reflective of their participation rate in the workforce. Specifically, during our last submission we stated that although Hispanics or Latinos participation rate in the DLA workforce was at 3.11% males and 1.53% females, they had received less time off awards than their participation rate in the workforce.

Hispanic/Latino employees fared much better in receiving cash awards during FY 2006 than during the last reporting period. In summary, during this reporting period, Hispanic/Latino employees received 2.38% (males) and 1.62% (females) of time off awards (1-9 hours); 1.95% male and 1.20% female for time off awards (9 +) hours. See Table A13.

With regard to cash awards (\$500.00 and under), Hispanic/Latino male employees received 5.14% and females received 1.77%; for cash awards (\$500.00 and up), they received 2.40% males and 1.49% females. For quality step increases, Hispanic/Latino employees received 2.01% males and 2.01% females. See Table A13.

Contrary to our last submission where we reported that Black or African-American males received fewer time off awards (1-9 hours) than their participation rate in the DLA workforce, during FY 2006 this disparity was not evident. During FY 2006, Black or African-American male participation rate was at 11.11%, and they received 11.79% of time off awards (1-9 hours). Black males, however, received 7.63% of time off awards (9+ hours). African-American males also received only 7.68% of cash awards (\$500.00 and up); and only 5.68% of quality step increases. See Tables A1 and A13.

Individuals with targeted disabilities compose 1.96% of the DLA workforce, yet they received only 01.50% of time-off awards for (9+ hours); 01.42% of cash awards (\$500.00 and up); and 00.73% of quality step increases. Inasmuch as the Agency has deployed an aforementioned workforce analysis tool, we shall closely monitor this area for significant trends and will identify any barriers to equal employment opportunities in our next report submission. See Table B13.

Net Changes in the Workforce by Race/Ethnicity, Sex and Disabilities

A review of the overall net changes in the DLA workforce during FY 2006 (all employees) revealed that the DLA workforce continued to decrease. Specifically, the total workforce decreased by -232 for a net change of -1.10%. Male employees decreased overall by 119 for a net change of -.096%; females decreased by 113 for a net change of -1.28%; Hispanic/Latino males did not decrease at all and remained at 3.11% in the DLA workforce; Hispanic/Latino females participation rate decreased only slightly to -.03%; White males decreased by -1.39%; White females decreased by -1.81%; Black/African-American male participation rate did not decrease at all and remained at 11.11% of the workforce; Black/African-American females decreased slightly by -0.63%; Asian males decreased by -8.10%; Asian females did not decrease and remained at 1.02% of the workforce, and there were no net changes in the participation rate of Native Hawaiian/Pacific Islander males (0.19%), Asian females (0.10%), American Indian/Alaskan Native males (0.63%), and American Indian/Alaska Native females (0.44%). See Table A1. Also, there was a loss of -27 targeted disabled employees during FY 2006, for a net change of -6.16%. Please refer to Part J of this report for more detailed information. See Table B1.

Summary of EEO Plan action Items Implemented or Accomplished

In our FY 2005 Program Status Report, we identified several deficient areas and submitted plans of action for correcting these deficiencies. These specific areas and actions taken to correct these deficiencies were as follows:

Essential Element A – Demonstrated Commitment from Agency, Leadership. Compliance Indicator 1 - EEO Policy Statements are up-to-date.

DLA subordinate Directors and Commanders are constantly issuing EEO policy letters in activity workplaces and have also posted the EEO policies on their respective Agency Web sites. Inasmuch as HQ DLA Leadership continually changes, the Field Activity EEO Office's are very diligent in continually updating and staffing EEO policy letters whenever there is a change of command. This planned activity has been partially met. More specifically, we accomplished our planned activities for EEO staff to meet with the appropriate Human Resources staff to discuss including a copy of the DLA EEO Policy Statement in DLA's New Supervisor Training Manual by June 30, 2006. During FY 2006, the EEO Office's Chief, Policy and Compliance met with Human Resources personnel where an agreement was reached that the Agency's EEO policy would be co-opted into New Supervisory Training. We did not accomplish the planned activity to develop a method to inform all employees of the location of the EEO Internet Web site where the policies are posted by July 30, 2006. However, during FY 2007, all DLA employees will be advised of the Internet location of EEO policies through all available media (See EEOC Form H).

Essential Element A - Compliance Indicator 3 – Agency's EEO policy is vigorously enforced by Agency management.

In our last submission, the deficiency identified was that the DLA Reasonable Accommodation Procedures were not updated and published. This program deficiency is still not corrected. The DLA reasonable accommodation procedures, however, have been drafted and are presently being staffed. Once the procedures have been finalized, the workforce will be informed of the new procedures via written communication; HQC Messenger; DLA Today and Tomorrow (Internet Web site) and posted in the "One Book." The One Book is a user-friendly, Web-based corporate repository for the policies and procedures of DLA's business processes. It is recognized by all employees of the Agency's single place to go for policy, information, and overall assistance in performing DLA work. The One Book supports the DLA Enterprise objectives through the application of consistent processes, which is a best-business practice.

Essential Element B – Integration of EEO into the Agency's Strategic Mission. Compliance Indicator 2.

A program deficiency that was identified is where EEO Officials are not consistently involved in the deliberations of decisions regarding Agency recruitment strategies, vacancy projections, succession planning, and/or other major workforce changes that might impact specific groups. Our stated objective was for the Director of EEO to deliver a "State of the Agency Briefing" annually and to become more involved in Human Resource decisions that have a long-term impact on equal opportunity of employees within DLA. This deficiency has been corrected. The Director of EEO was able to deliver a "State of the Agency" briefing to the DLA Director in the form of a "desk side briefing." The EEO staff members have active membership and support in DLA working groups including the Enterprise

Leader Development Program (ELDP) Working Group; and the DLA Leadership Council. The EEO staff provided input and support to the DLA Strategic Management System (SMS) by participating in the SMS Planners Group Meetings, Balanced Scorecard, and Planning Conferences, and conducted a review of SMS planning documents and provided feedback.

Essential Element B – Integration of EEO into the Agency’s Strategic Mission. Compliance Indicator 3 – and Compliance Indicator 4.

There are no current identified barriers in this program area. As we have previously stated, EEO Office staff are presently members of the DLA Strategic Review Group (SRG) and have been active participants in the development and monitoring of the Agency Strategic Plan and Balanced Scorecard Initiatives.

Essential Element E – Efficiency Compliance Indicator 6 – The Agency ensures that the investigation and the adjudication function of its complaint resolution process are separate from its legal defense arm or other offices with conflicting or competing interests.

The program deficiency identified was that sufficiency reviews of various parts of the EEO complaint process are performed by the same functional unit that handles Agency participation rate in EEO complaints at some Agency Field Activity locations. Our stated objective was to evaluate the Agency’s need to ensure that the Office of General Counsel of the Agency/Field Activities and/or offices with competing interests do not have oversight of the Agency’s EEO program or aspects of it. This deficiency has also been eliminated. During this reporting period, the DLA Corporate EEO Office required all FAs to conduct and submit Program Self Assessments. There were no problems identified in this area.

Essential Element F – Responsiveness and Legal Compliance. Compliance Indicator 3 – Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.

In FY 2005, we stated that a program deficiency existed in that Agency personnel working with compliance orders from EEOC have not had formal training on this aspect of their functional responsibility (Agency personnel can be from the legal, EEO, human resources functions, as well as Agency managers). Our stated objective was to evaluate the Agency’s need to develop training and/or include order compliance efficiency in performance standards and evaluations. The planned activities developed for this deficiency have not been corrected. Due to Agency budgetary constraints that were imposed during FY 2006, the Corporate EEO staff were/are unable to follow through on the planned on-site program evaluations related to this element. Consequently, this action will not be accomplished until sometime during FY 2008. See Plan to Attain the Essential Elements of a Model EEO Program. [Form 715 – 01 Part H].

Part 3

EEOC FORM
715-01 PART F

U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

I, Famia J. Magana (GS-260-15), am the Director of Equal Employment Opportunity for the Defense Logistics Agency.

The Agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was or will be conducted at a later date. As appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program are included with this Federal Agency Annual EEO Program Status Report.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.




Signature of Principal EEO Director/Official

Date

2/23/07

Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715



Signature of Agency Head or Agency Head Designee

Date

MAR 07 2007

Part 4

EEOC FORM
715-01 PART H

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Attain the Essential Elements of a Model EEO Program

FY 2006 - Defense Logistics Agency

Essential Element A – Demonstrated Commitment from Agency
Leadership

Compliance Indicator 1 - EEO Policy Statements are up-to-date.

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Continuance of issuing policy statements at the change of Agency Head; lacking consistent method to inform new supervisors/employees of Agency EEO Policy Statements or directing them to their location on the DLA Web site.	
OBJECTIVE:	To update current EEO Policy statements annually and develop method of informing new employees and new supervisors.	
RESPONSIBLE OFFICIAL:	Director of Equal Employment Opportunity	
DATE OBJECTIVE INITIATED:	11/01/06	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	1/30/07	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Develop a method to inform all employees of location EEO Internet Web site where the policies are posted by July 30, 2007 (See Executive Summary).	7/30/07	

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

In our last submission, we stated that our planned activities were for EEO staff to meet with the appropriate Human Resources staff to discuss including a copy of the DLA EEO Policy Statement in DLA's New Supervisor Training Manual by June 30, 2006. This portion of our objective was accomplished. However, we also stated that a planned activity was to develop a method to inform all employees of location EEO Internet Web site where the policies are posted by July 30, 2006. These planned activities were not fully accomplished during this reporting period. As a result, we will revisit this action during FY 2007.

EEOC FORM
715-01 PART H
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Attain the Essential Elements of a Model EEO Program

FY 2006 - Defense Logistics Agency

Essential Element A – Demonstrated Commitment from Agency Leadership

Compliance Indicator 2 - Agency EEO policy is vigorously enforced by Agency management.

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	DLA Reasonable Accommodation Procedures are not updated and published. Plan to inform workforce and train managers needs to be developed.	
OBJECTIVE:	To finalize the draft DLA Reasonable Accommodation Procedures and ensure that all employees are aware of them; and managers/supervisors understand their responsibilities under the new procedures.	
RESPONSIBLE OFFICIAL:	Director of Equal Employment Opportunity; Field Activity EEO Managers; DLA Training Center Officials	
DATE OBJECTIVE INITIATED:	1/31/05	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	6/30/07	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. Inform workforce of new procedures via written communication; HQ Messenger; DLA Today and Tomorrow.	6/30/07	
2. Conduct local seminars/discussions with all segments of DLA workforce.	6/30/07 - 12/30/07	
3. Incorporate the new procedures into the DLA Supervisory Training Course.	12/30/07	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
We previously stated that a deficiency existed in that DLA Reasonable Accommodation Procedures were not updated and published. We also stated that a plan to inform the workforce and train managers needed to be developed. As an objective, we were to finalize the draft DLA Reasonable Accommodation Procedures and ensure that all employees are aware of them; and that managers/supervisors understood their responsibilities under the new procedures. This program deficiency has been partially corrected.		

EEOC FORM
715-01 PART H

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Attain the Essential Elements of a Model EEO Program

FY 2006 - Defense Logistics Agency

Essential Element F – Responsiveness and Legal Compliance

Compliance Indicator 3 – Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Agency personnel* working with compliance orders from EEOC have not had formal training on this aspect of their functional responsibility. (*Agency personnel can be from the legal, EEO, human resources functions, as well as managers.)
OBJECTIVE:	Evaluate the Agency's need to develop training and/or include order compliance efficiency in performance standards and evaluations.
RESPONSIBLE OFFICIAL:	Director of Equal Employment Opportunity; Field Activity EEO Managers
DATE OBJECTIVE INITIATED:	1/31/05
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/07
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Determine if formal training exists for this aspect of EEO complaint processing; determine if internal development would be advantageous.	9/30/07
2. Determine if the Agency's compliance processing time can be evaluated through the use of iComplaints.	9/30/07
3. Determine if a change in Agency performance standards/evaluations would impact the efficiency of the Agency's compliance efforts.	9/30/07
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
In FY 2005, we stated that a program deficiency existed in that Agency personnel working with compliance orders from EEOC have not had formal training on this aspect of their functional responsibility (Agency personnel can be from the legal, EEO, human resources functions, as well as Agency managers). Our stated objective was to evaluate the Agency's need to develop training and/or include order compliance efficiency in performance standards and evaluations. The planned activities developed for this deficiency are still pending completion. We plan to follow through with this initiative during FY 2007.	

Part 5

EEOC FORM
715-01 PART I

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Eliminate Identified Barrier

FY 2006
Defense Logistics Agency

Barrier 1

**STATEMENT OF
CONDITION THAT WAS A
TRIGGER FOR A
POTENTIAL BARRIER:**

Provide a brief narrative describing the condition at issue.

How was the condition recognized as a potential barrier?

A review of our statistics on employment of people with disabilities indicates that although we are at the Department of Defense goal of 2% for the employment of targeted disabled people, we have not achieved our own goal of 3%. Additionally, DLA has not come close to hiring the 1,536 disabled employees it planned to hire by the end of FY 2005 in accordance with Executive Order 13163, *Increasing the Opportunity for Individuals with Disabilities to be Employed in the Federal Government (July 26, 2000)*.

BARRIER ANALYSIS:

Provide a description of the steps taken and data analyzed to determine cause of the condition.

A review of the number of disabled employees we have hired each fiscal year since October 2000; a review of the number of applications received through the Agency's Automated Staffing Program (ASP), in other words, the number of opportunities managers had to select people with disabilities; a count of the number of unsolicited applications received from disabled people interested in working for the Defense Logistics Agency.

**STATEMENT OF
IDENTIFIED BARRIER:**

Provide a succinct statement of the Agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.

This barrier has been partially eliminated. DLA deployed DWAT during FY 2006 (See Executive Summary). Although a complete trend analysis in terms of cause and effect have not been completed, based upon the existing statistical condition only it would appear that some of the barriers that may exist with regard to this area are as follows:

1. There is an unwillingness to utilize hiring flexibility on the part of Agency managers and supervisors.
2. Lack of applicants.
3. Budgetary Constraints.
4. Attitudinal Barriers.
5. Institutional Barriers.
6. Systemic Barriers.

OBJECTIVE: State the alternative or revised Agency policy, procedure or practice to be implemented to correct the undesired condition.

Improve the participation rate of people with targeted disabilities from 2% to 3% of the workforce through enhancement of recruitment and retention efforts by FY 2013. The DLA Equal Employment Opportunity Office and the Human Resources Office began meeting on a regular basis. This objective is continually being discussed at these meetings and plans, and actions are being undertaken to have this issue fully addressed by the end of FY 2013. See Form J of this report.

RESPONSIBLE OFFICIAL:

Director of Human Resources; Director of Equal Employment Opportunity

**DATE OBJECTIVE
INITIATED:**

April 1, 2005

**TARGET DATE FOR
COMPLETION OF OBJ.**

September 30, 2007

EEOC FORM
715-01 PART I

EEO Plan to Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Planned activities to be developed during FY 2007; see objective above.	September 30, 2006 and Continuing

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

This objective has not been accomplished. To address this concern, the Agency has engaged several aggressive initiatives to improve workforce diversity in this area. DLA's Corporate Recruiter leads, guides, coordinates, and oversees the recruitment of groups with low participation rates. DLA has developed a professionally trained cadre of recruiters made up of individuals from the Human Resources and Functional areas of DLA. The cadre will work closely with the Corporate EEO Office. Also, the Career Intern Program (CIP), Corporate recruiters, working groups, etc., will all be engaged to assist advancements in this critical area.

For more specific information, please refer to Part J of this report.

EEOC FORM
715-01 PART I

U.S. Equal Employment Opportunity Commission

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Eliminate Identified Barrier**

FY 2006
Defense Logistics Agency

Barrier 2

**STATEMENT OF
CONDITION THAT WAS A
TRIGGER FOR A
POTENTIAL BARRIER:**

Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?

A review of our statistics regarding employment of Hispanic people indicates that DLA has not made progress in this area.

BARRIER ANALYSIS:

Provide a description of the steps taken and data analyzed to determine cause of the condition.

The Agency reviews its Hispanic Employment statistics, in the four grade groupings reported to EEOC in previous Affirmative Employment Reports, on a quarterly basis.

**STATEMENT OF
IDENTIFIED BARRIER:**

Provide a succinct statement of the Agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.

This barrier has been partially eliminated. Specifically, as previously mentioned in the Executive Summary of this report, DLA deployed a workforce analysis tool during FY 2006, and we now conduct thorough and complete workforce analysis of all targeted groups. However, the overall issue of a lack of diversity in this area remains a concern.

OBJECTIVE: State the alternative or revised Agency policy, procedure or practice to be implemented to correct the undesired condition.

To improve the overall Hispanic participation rate by enhancement of recruitment and retention efforts by FY 2008. The DLA Equal Employment Opportunity Office and the Human Resources Office began meeting on a regular basis. This objective is continually being discussed at these meetings, and plans and actions are being undertaken to have this issue fully addressed by the end of FY 2007.

RESPONSIBLE OFFICIAL:

Director of Human Resources; Director of Equal Employment Opportunity

**DATE OBJECTIVE
INITIATED:**

April 1, 2005

**TARGET DATE FOR
COMPLETION OF
OBJECTIVE:**

September 30, 2006 (ongoing and continuous).

EEOC FORM
715-01 PART I

EEO Plan to Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Planned activities to be developed during FY 2007; see objective above.	September 30, 2007 and Continuing

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

This objective has not been accomplished. To address this concern, the Agency has engaged several aggressive initiatives to improve workforce diversity in this area. DLA presently recruits to fill positions at all grade levels at events and job fairs/forums targeted to Hispanics and has established and published a schedule for targeted recruiting at colleges and universities. DLA has also partnered with Hispanic Serving Institutions (HSI's), Hispanic organizations, advocacy groups, and Hispanic professional organizations.

DLA's Corporate Recruiter leads, guides, coordinates, and oversees the recruitment of groups with low participation rates. DLA has developed a professionally trained cadre of recruiters made up of individuals from the Human Resources, EEO, and functional areas of DLA. The cadre will work closely with the Corporate EEO Office. The Career Intern Program (CIP) Managers, Corporate recruiters, working groups, Hispanic Employment Program Managers, Coordinators, etc., will all be engaged to assist in increasing the diversity of the Agency in this critical area.

EEOC FORM
715-01 PART I

U.S. Equal Employment Opportunity Commission

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Eliminate Identified Barrier**

FY 2006
Defense Logistics Agency

Barrier 3

**STATEMENT OF
CONDITION THAT WAS A
TRIGGER FOR A
POTENTIAL BARRIER:**

Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?

A review of our available statistics regarding employment of Black/African-American people indicates that DLA has not obtained diverse participation of this group in the Senior Executive Service and in operative occupations.

This condition was recognized as a barrier through a review/analysis of available workforce statistics.

BARRIER ANALYSIS:

Provide a description of the steps taken and data analyzed to determine cause of the condition.

This barrier is modified. DLA deployed DWAT during FY 2006. See Executive Summary.

**STATEMENT OF
IDENTIFIED BARRIER:**

Provide a succinct statement of the Agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.

To increase the participation rate of Black/African-American Men and Women in DLA's Executive/Senior Level to approximately 3.34% and 4.35%, respectively.

OBJECTIVE: State the alternative or revised Agency policy, procedure or practice to be implemented to correct the undesired condition.

DLA's Corporate Recruiter leads, guides, coordinates, and oversees the recruitment of groups with low participation rates. DLA plans to develop a professionally trained cadre of recruiters made up of individuals from the Human Resources, EEO, and functional areas of DLA. The cadre will work closely with the Corporate EEO Office.

RESPONSIBLE OFFICIAL:

Director of Human Resources; Director of Equal Employment Opportunity

**DATE OBJECTIVE
INITIATED:**

January 1, 2006

**TARGET DATE FOR
COMPLETION OF
OBJECTIVE:**

September 30, 2007 (ongoing and continuous).

EEOC FORM
715-01 PART I

EEO Plan to Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Planned activities to be developed during FY 2007; see objective above.	September 30, 2007
Increase the number of Black or African-American's in the Executive/Senior Level.	

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

This barrier has been partially eliminated and is modified. Specifically, efforts to increase the number of Black or African-American's in the Executive/Senior Level have not been successful. The participation rate of Black/African-Americans in the DLA Executive/Senior Level workforce also remained below their participation rate in the DLA workforce (11.11% male and 12.05% female). Consequently, we shall continue to monitor this category until the participation rate of African-Americans in Executive/Senior Level positions is consistent with the RCLF or has exceeded the Agency's internal objectives. Until such time that we identify a trend in the reversal of the participation rate in this area, we shall continue to report this as being a barrier.

EEOC FORM
715-01 PART I

U.S. Equal Employment Opportunity Commission

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Eliminate Identified Barrier**

FY 2006
Defense Logistics Agency

Barrier 4

<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?</p>	<p>Women have a low participation rate in the workforce in several areas including first-level grades (GS-12 and below); Executive/Senior Level (GS-15 and above); as Craft Workers; Laborers and Helpers; and as Service Workers.</p> <p>This condition was recognized as a barrier through a review/analysis of available workforce statistics.</p>
<p>BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Prior to this submission, we could not conduct a complete and thorough workforce analysis based upon the incomplete deployment of a workforce analysis tool. See Executive Summary.</p>
<p>STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the Agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>This barrier is modified. DLA deployed DWAT during FY 2006. See Executive Summary.</p>
<p>OBJECTIVE: State the alternative or revised Agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>To increase the participation rate of Women in First-Level Officials/Manager positions (GS-12 and below) to 46.80%; and in Mid-Level Officials/Managers positions (GS-13-14); and in Executive/Senior-Level officials/Managers positions (GS-15 and above); and in Craft Worker positions, respectively.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Director of Human Resources; Director of Equal Employment Opportunity</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>January 1, 2006</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2007 (ongoing and continuous).</p>

EEOC FORM
715-01 PART I

EEO Plan to Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Planned activities to be developed during FY 2007; see objective above.	September 30, 2007
Increase the participation rate of women in first-level grades (GS-12 and below); Craft Workers; Laborers and Helpers; Service Workers; and Executive/Senior Level (GS-15 and above).	

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

This barrier has also been partially eliminated and is modified. Specifically, efforts to increase the number of women in first-level grades (GS-12 and below); Craft Workers; Laborers and Helpers; Service Workers; and Executive/Senior Level (GS-15 and above) have been somewhat successful. During FY 2006, the Agency increased the participation rate of this targeted group (See Executive Summary). However, it is in our view that we must remain vigilant in monitoring this area because the successes realized during this reporting period may be tentative. Therefore, we shall continue to identify this program area as a barrier until such time we are assured that the participation rate of this targeted group in the DLA workforce has been "stabilized" and/or consistent.

The Corporate EEO Office funded and directed the planning, development, and execution of the 2006 DLA Program for Developing Managers. The Program for developing managers is managed under the auspices of the Federal Women's Program. It is a competitive 4-week in-residence training Program that has been designed to increase the competitiveness for women into leadership positions in DLA. During FY 2006, 15 DLA employees (14 of which were females) in GS-12 and above positions completed this training and are now far better able to compete for senior or leadership positions.

EEOC FORM
715-01 PART J

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities

PART I Department or Agency Information	1. Agency	1. Department of Defense
	1.a. 2 nd Level Component	1.a. Defense Logistics Agency
	1.b. 3 rd Level or lower	1.b.

PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the ...	Beginning of FY 06.		End of FY 06.		Net Change	
		Number	%	Number	%	Number	%
	Total Work Force	21,159	100.00%	20,927	100.00%	-232	-01.10%
	Reportable Disability	1,422	06.72%	1,438	06.87%	16	01.13%
	Targeted Disability*	438	02.07%	411	01.96%	-27	-06.16%
	* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).						
1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.						***	
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.						14	
* The Agency Equal Employment Opportunity Office received 25 unsolicited applications or inquiries from outside applicants with disabilities that were referred to the DLA's Job Announcement Web site. No data was available from official applications submitted on-line from individuals with reportable and targeted disabilities.							

PART III Participation Rates In Agency Employment Programs									
Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	1,445	92	06.37%	20	01.38%	37	02.56%	1,296	89.69%
4. Non-Competitive Promotions	744	47	06.32%	10	01.34%	29	03.90%	658	88.44%
5. Employee Career Development Programs									
5.a. Grades 5 - 12	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5.b. Grades 13 - 14	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5.c. Grade 15/SES	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
6. Employee Recognition and Awards									
6.a. Time-Off Awards (Total hrs awarded)	48,587	3,633	07.47%	674	01.39%	1,548	03.18%	42,732	87.94%
6.b. Cash Awards (total \$\$\$ awarded)	\$21,712,791	\$1,221,261	05.62%	\$275,082	01.25%	\$524,873	02.41%	\$19,691,575	91.9%
6.c. Quality-Step Increase	546	37	06.78%	4	00.73%	22	04.03%	483	88.46%

EEOC FORM 715-01 Part J	Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities
Part IV Identification and Elimination of Barriers	<p>DLA has identified the employment of people with disabilities as a high interest area. Also, the previously identified barrier of the Agency being unable to conduct a thorough workforce analysis has been eliminated. The Agency deployed a workforce analysis tool during FY 2006.</p>
Part V Goals for Targeted Disabilities	<p>In order to maintain and increase individuals with targeted disabilities in the DLA workforce, Special Recruitment Plans will be promoted and continued where already in place. For example, DLA provided four recruiters to work with the Department of Labor to participate in the annual WRP recruitment process as interviewers of potential candidates at various colleges and universities all over the Nation, and will do so again for the next fiscal year. During FY 2006, DLA hired 33 WRP students as compared to 34 in FY 2006. Eleven students with targeted disabilities out of 33 summer students with reportable disabilities were hired. One student with a targeted disability became a permanent hire out of 2 permanent hires with reportable disabilities.</p> <p>Our employment statistics have not increased measurably despite with the success of WRP and the Secretary of Defense's Best Mid-Sized Component trophy for achievement in employment of people with disabilities to DLA for the fifth consecutive year and the ninth time since the award's inception in 1993. The Agency's targeted disabilities participation rate continue to decline and need to be reversed. At the present 1.96% rate, the Agency will need to hire approximately 240 individuals with targeted disabilities in order to reach the DLA's 3% goal, which is above the Department of Defense's 2% goal for all Components. In December 2005, DLA updated its Strategic Plan to achieve the participation rate of targeted disabilities to 3% by FY 2013.</p> <p>The Agency achieved the goal to deploy the DLA Workforce Analysis Tool in FY 2006. Although some technical issues were encountered, EEO continues to partner with the appropriate Human Resources staff, and develop in-depth plans and goals for the coming years which will be a part of the DLA 2007 Federal Agency Annual EEO Program Status Report. In cooperation with HR, the EEO staff will participate in informing supervisors and managers of opportunities available and provide ongoing training on subjects such as the newly Revised Schedule A appointing authorities, reasonable accommodation procedures, and resources such as the Computer/Electronics Accommodation Program (CAP), available from DOD. DLA was the second largest CAP customer for producing over 160 requests for Assistive Technology accommodations and was recognized as one of the three Federal Agency recipients to receive the CAP Achievement Award in the Federal government for FY 2006. The DLA Field Activities continue to support its local centralized funding for sign language interpreting services. The Disability Program Manager actively coordinates for employees with disabilities to volunteer their recruiting assistance to work with the DLA Recruiter at job fairs for people with disabilities. The Disability Program Manager participates at conferences as a panel member and presenter.</p> <p>EEO and HR collaborated and continue to actively coordinate with the Department of Defense's Operation Warfighter Program (OWF) to provide a temporary assignment program for members of the Military Services who are undergoing treatment or rehabilitation at the Walter Reed Army Medical Center. There are three Wounded Service Members (WSM) currently working temporary assignments under this program here at HQ, DLA. Two service members began their assignments under the OWF with the DLA Enterprise Support on September 5, 2006, and the other began his temporary assignment with the Defense Energy Support Center (DESC) on November 1, 2006. DLA has identified positions for participation in the OWF Program and have submitted position descriptions to the Department of Defense (DOD) OWF Program Manager to assist in attracting Service members to DLA and to ensure quality placements. One of the barriers experienced at DLA is our location at Fort Belvoir which is outside of the Washington, DC area with minimal public transportation. Many candidates choose to select work assignments more conveniently located to the Walter Reed Army Medical Center located in Washington, DC.</p>

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Defense Logistics Agency

REPORTING PERIOD: FY 2006

PART I - PRE-COMPLAINT COUNSELING (CONTINUED)

I. NON-ADR SETTLEMENTS	COUNSELINGS	INDIVIDUALS
TOTAL	19	19

PART II - FORMAL COMPLAINT ACTIVITIES

124	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
111	B. COMPLAINTS FILED
4	C. REMANDS
239	D. TOTAL COMPLAINTS (sum of lines A+B+C)
225	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
101	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
14	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
4	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
134	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (sum of Lines F+H))
100	J. INDIVIDUALS FILING COMPLAINTS
6	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE

A. AGENCY RESOURCES

	NUMBER	PERCENT
1. WORK FORCE		
a. TOTAL WORK FORCE	20478	
b. PERMANENT EMPLOYEES	20398	
2. COUNSELOR	61	
a. FULL-TIME	21	34.43
b. PART-TIME	0	0.00
c. COLLATERAL DUTY	40	65.57
3. INVESTIGATOR	0	
a. FULL-TIME	0	0.00
b. PART-TIME	0	0.00
c. COLLATERAL DUTY	0	0.00
4. COUNSELOR/INVESTIGATOR	0	
a. FULL-TIME	0	0.00
b. PART-TIME	0	0.00
c. COLLATERAL DUTY	0	0.00

B. STAFF TRAINING

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
1. NEW STAFF - TOTAL	0	0	0	0	0	0
a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	0	0	0	0	0	0
b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	0	0	0	0	0	0
c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
2. EXPERIENCED STAFF - TOTAL	61	2	0	0	0	0
a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	39	2	0	0	0	0
b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	7	0	0	0	0	0
c. STAFF RECEIVING NO TRAINING AT ALL	15	0	0	0	0	0

C. REPORTING LINE

1.	DOES THE EEO DIRECTOR REPORT TO THE AGENCY HEAD?	YES	NO
		X	
2.	IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?		
	PERSON:		
	TITLE:		
3.	WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?		
	PERSON: Famia Magana		
	TITLE: Director, EEO		
4.	WHO DOES THAT PERSON REPORT TO?		
	PERSON: LTG Robert T. Dail		
	TITLE: Director		

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

REPORTING PERIOD: FY 2006

BASES OF ALLEGED DISCRIMINATION

FEOC FORM 462 (REVISED JUNE 2006)

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: **Defense Logistics Agency**

REPORTING PERIOD: **FY 2006**

PART V - SUMMARY OF CLOSURES BY STATUTE

A. STATUTE (IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES RECORD EACH ON THE APPROPRIATE LINE.)

89 1. TITLE VII

43 2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)

25 3. REHABILITATION ACT

2 4. EQUAL PAY ACT (EPA)

B. TOTAL BY STATUTES

159 THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED.

(A1+A2+A3+A4)

PART VI - SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES (1+2+3)	105	35165	334.90
1. WITHDRAWALS	8	646	80.75
a. NON-ADR WITHDRAWALS	7	607	86.71
b. ADR WITHDRAWALS	1	39	39.00
2. SETTLEMENTS	30	7038	234.60
a. NON-ADR SETTLEMENTS	12	5390	449.17
b. ADR SETTLEMENTS	18	1648	91.56
3. FINAL AGENCY DECISIONS (B+C)	67	27481	410.16
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION (1+2+3)	44	15365	
1. FINDING DISCRIMINATION	1	448	448.00
2. FINDING NO DISCRIMINATION	32	13900	434.38
3. DISMISSAL OF COMPLAINTS	11	1017	92.45
C. FINAL AGENCY ACTIONS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION (1+2)	23	12116	
1. AJ DECISION FULLY IMPLEMENTED (a+b)	23	12116	
(a) FINDING DISCRIMINATION	0	0	0.00
(b) FINDING NO DISCRIMINATION	21	11713	557.76
(c) DISMISSAL OF COMPLAINTS	2	403	201.50
2. AJ DECISION NOT FULLY IMPLEMENTED (a+b+c)	0	0	
(a) FINDING DISCRIMINATION (i+ii+iii)	0	0	0.00
i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
ii. AGENCY APPEALED REMEDY BUT NOT FINDING	0	0	0.00
iii. AGENCY APPEALED BOTH FINDING AND REMEDY	0	0	0.00
(b) FINDING NO DISCRIMINATION	0	0	0.00
(c) DISMISSAL OF COMPLAINTS	0	0	0.00

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)**

AGENCY OR DEPARTMENT: Defense Logistics Agency

REPORTING PERIOD: FY 2006

PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED (1+2+3)	33	5892	178.55
1. COMPLAINANT REQUESTED IMMEDIATE FAD (1a+1b)	15	2621	174.73
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	2	79	39.50
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	13	2542	195.54
2. COMPLAINANT DID NOT ELECT HEARING OR FAD (2a+2b)	12	3271	272.58
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	1	56	56.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	11	3215	292.27
3. HEARING REQUESTED; AJ REMANDED FOR FAD WITHOUT AJ DECISION (3a+3b)	6	0	0.00
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ REMAND FOR FAD ISSUANCE	6	0	0.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ REMAND FOR FAD ISSUANCE	0	0	0.00

**PART VII - SUMMARY OF COMPLAINTS CLOSED WITH CORRECTIVE ACTION
DURING FORMAL COMPLAINT STAGE**

		AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH CORRECTIVE ACTION	31	
B. CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	10	\$ 123614.76
1. BACK PAY/FRONT PAY	3	\$ 16764.76
2. LUMP SUM PAYMENT	8	\$ 97950.00
3. COMPENSATORY DAMAGES	1	\$ 8900.00
C. CLOSURES WITH ATTORNEY'S FEES AND COSTS	9	\$ 42047.50
D. SUBTOTAL OF ALL MONETARY BENEFITS (B+C)	17	\$ 165662.26
E. CLOSURES WITH NON-MONETARY BENEFITS	19	
F. TYPES OF CORRECTIVE ACTION	NUMBER OF CLOSURES WITH MONETARY BENEFITS	NUMBER OF CLOSURES WITH NON-MONETARY BENEFITS
1. HIRE	0	0
a. RETROACTIVE	0	0
b. NON-RETROACTIVE	0	0
2. PROMOTION	2	0
a. RETROACTIVE	2	0
b. NON-RETROACTIVE	0	0
3. DISCIPLINARY ACTION	1	4
a. RESCINDED	1	3
b. MODIFIED	0	1
4. REINSTATEMENT	1	1
5. REASSIGNMENT	1	3
6. PERFORMANCE EVALUATION MODIFIED	1	0
7. PERSONNEL FILE PURGED OF ADVERSE MATERIAL	0	2
8. ACCOMMODATION	0	3
9. TRAINING/TUITION/ETC.	1	7
10. LEAVE RESTORED	4	1
11. Priority Consideration; (DDC) Performance Award	0	1
12. (DDC) Performance Award	0	0
13.	0	0

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Defense Logistics Agency

REPORTING PERIOD: FY 2006

PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I) (1+2+3+4)	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	NUMBER OF DAYS PENDING FOR OLDEST CASE
	134	40753		
1. COMPLAINTS PENDING WRITTEN NOTIFICATION	5	945	189.00	593
2. COMPLAINTS PENDING IN INVESTIGATION	71	11063	155.82	342
3. COMPLAINTS PENDING IN HEARINGS	40	20141	503.53	1103
4. COMPLAINTS PENDING A FINAL AGENCY DECISION	18	8604	478.00	1811

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE DAYS
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD (1+3)	40	8354	
1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL (a+b+c)	40	8354	208.85
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	18	2991	166.17
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	21	4843	230.62
1. TIMELY COMPLETED INVESTIGATIONS	11	2297	208.82
2. UNTIMELY COMPLETED INVESTIGATIONS	10	2546	254.60
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	1	520	520.00
2. COST OF AGENCY INVESTIGATIONS	\$ 220658.18		
3. INVESTIGATIONS COMPLETED BY CONTRACTORS (a+b+c)	0	0	0.00
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0	0.00
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	0	0	0.00
1. TIMELY COMPLETED INVESTIGATIONS	0	0	0.00
2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
4. COST OF CONTRACTOR INVESTIGATIONS	\$ 0.00		

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: **Defense Logistics Agency**

REPORTING PERIOD: **FY2006**

PART X - SUMMARY OF ADR PROGRAM ACTIVITIES

INFORMAL PHASE (PRE-COMPLAINT)

	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD	5	5		
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS				
1. ADR OFFERED	274	237		
2. REJECTED BY COMPLAINANT	197	162		
3. REJECTED BY AGENCY	0	0		
4. TOTAL ACCEPTED INTO ADR	77	75		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (1+2+3+4+5+6+7)	77	74		
1. INHOUSE	24	24		
2. ANOTHER FEDERAL AGENCY	53	51		
3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	0	0		
4. MULTIPLE RESOURCES USED (Please specify)	0	0		
5.	0	0		
6.	0	0		
7.	0	0		
D. ADR ATTEMPTS IN COMPLETED/ENDED COUNSELINGS (1+2+3+4+5+6+7+8+9+10+11)	77	74	763	9.91
1. MEDIATION	72	70	731	10.15
2. SETTLEMENT CONFERENCES	0	0	0	0.00
3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4. FACTFINDING	0	0	0	0.00
5. FACILITATION	5	5	32	6.40
6. OMBUDSMAN	0	0	0	0.00
7. PEER REVIEW	0	0	0	0.00
8. MULTIPLE TECHNIQUES USED (Please specify)	0	0	0	0.00
9.	0	0	0	0.00
10.	0	0	0	0.00
11.	0	0	0	0.00
E. STATUS OF CASES	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
1. TOTAL CLOSED (a+b+c+d+e+f)	77	75	1009	13.10
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	24	24	596	24.83
b. NO FORMAL COMPLAINT FILED	28	27	106	3.79
c. NO RESOLUTION	25	24	307	12.28
d. NO ADR ATTEMPT	0	0	0	0.00
e.	0	0	0	0.00
f.	0	0	0	0.00
2. OPEN INVENTORY - ADR PENDING	5	5	147	29.40

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Defense Logistics Agency

REPORTING PERIOD: FY 2006

PART XI - SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE

	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD	3	3		
B. ADR ACTIONS IN COMPLAINT CLOSURES				
1. ADR OFFERED	27	25		
2. REJECTED BY COMPLAINANT	3	2		
3. REJECTED BY AGENCY	0	0		
4. TOTAL ACCEPTED INTO ADR	24	23		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (1+2+3+4+5+6+7)	24	23		
1. INHOUSE	8	8		
2. ANOTHER FEDERAL AGENCY	16	15		
3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	0	0		
4. MULTIPLE RESOURCES USED (Please specify)	0	0		
5.	0	0		
6.	0	0		
7.	0	0		
D. ADR ATTEMPTS IN COMPLAINT CLOSURES (1+2+3+4+5+6+7+8+9+10+11+12)	24	23	1022	42.58
1. MEDIATION	23	22	938	40.78
2. SETTLEMENT CONFERENCES	0	0	0	0.00
3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4. FACTFINDING	0	0	0	0.00
5. FACILITATION	0	0	0	0.00
6. OMBUDSMAN	0	0	0	0.00
7. MINI-TRIALS	0	0	0	0.00
8. PEER REVIEW	0	0	0	0.00
9. MULTIPLE TECHNIQUES USED (Please specify)	1	1	84	84.00
10.	0	0	0	0.00
11.	0	0	0	0.00
12.	0	0	0	0.00
E. STATUS OF CASES	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
1. TOTAL CLOSED (a+b+c+d+e+f)	24	23	1112	46.33
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	18	17	960	53.33
b. WITHDRAWAL FROM EEO PROCESS	1	1	1	1.00
c. NO RESOLUTION	5	5	151	30.20
d. NO ADR ATTEMPT	0	0	0	0.00
e.	0	0	0	0.00
f.	0	0	0	0.00
2. OPEN INVENTORY - ADR PENDING	2	2	95	47.50
F. BENEFITS RECEIVED	COMPLAINTS	COMPLAINANTS	AMOUNT	
1. MONETARY (INSERT TOTAL)	7	6	\$ 102493.44	
a. COMPENSATORY DAMAGES	0	0	\$ 0.00	
b. BACKPAY/FRONTPAY	2	2	\$ 11645.94	
c. LUMP SUM	5	4	\$ 65950.00	
d. ATTORNEY'S FEES AND COSTS	4	1	\$ 24897.50	
e.	0	0	\$ 0.00	
f.	0	0	\$ 0.00	
g.	0	0	\$ 0.00	
2. NON-MONETARY (INSERT TOTAL)	12	12		
a. NEW HIRES	0	0		
b. PROMOTIONS	1	1		
c. REINSTATEMENTS	1	1		
d. EXPUNGEMENTS	0	0		
e. TRANSFERS	2	2		
f. REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS	2	2		
g. REASONABLE ACCOMMODATIONS	2	2		
h. TRAINING	1	1		
i. APOLOGY	0	0		
j. (DSCR) Priority Consideration: (DSCP) Restored Leave	2	2		
k. (OPNS) Disciplinary Action Rescinded/Modified	1	1		
l.	0	0		

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Defense Logistics Agency **REPORTING PERIOD:** FY 2006

PART XII - SUMMARY OF ADR PROGRAM ACTIVITIES

TRAINING AND RESOURCES

		NUMBER IN TOTAL WORKFORCE	TRAINED BY END OF REPORTING PERIOD
A. BASIC ADR ORIENTATION TRAINING			
1.	MANAGERS	2087	1581
2.	EMPLOYEES	18391	13314
B. EMPLOYEES THAT CAN PARTICIPATE IN ADR		20478	
C. IN HOUSE STAFF RESOURCES AVAILABLE FOR ADR		94	
1.	FULL TIME	1	
2.	PART TIME	0	
3.	COLLATERAL DUTY	93	
		AMOUNT	
D. ADR FUNDING SPENT		\$ 47801.19	

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained on this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2005 through September 30, 2006 are accurate and complete.

TYPED NAME AND TITLE OF CERTIFYING OFFICIAL:

for Famia Magana, Director, EEO

SIGNATURE OF CERTIFYING OFFICIAL:

Bruce J. Bailey

TYPED NAME AND TITLE OF PREPARER:

Johnny McAfee, Affirmative Employment Program Manager

SIGNATURE OF PREPARER:

Johnny McAfee

DATE: 11/16/2006

TELEPHONE NUMBER: 703-767-1113

E-MAIL: johnny.mcafee@dla.mil

This report is due to the following address on or before October 31st:

U.S. Equal Employment Opportunity Commission
Office of Federal Operations
Federal Sector Programs
1801 L Street, NW
Washington, DC 20507

Appendix A - Comments

Part 1

DSCP - I.A - Counselings - Five complainants inadvertently omitted from FY-05 Annual Report. Making total counselings 25, and individuals 24.
DDC - I.F Counselings - I.F data is correct, Non-ADR Settlements 19, F.10-15 includes: medical evaluation 1, detail 1, leave restored 1, shift change 1, discipline modified 1, QSI 1.
DDC - I.F Counselings - I contacted my administrator and requested that the OTHER category be defined. There should be ten (10) entries in the other category for Counseling and Individuals. Currently this information is not displayed on my screen.
DDC - I.H Counselings - The OTHER category in this section an entry in Counseling - 2, and in Individuals - 2 (detail, feedback from selecting official regarding non-selection)
DSCP - I.H Counselings - Five counseling had ADR settlements w/non-monetary benefits.
DSCP - I.H Counselings - one complainant's position was classified. another complainant was given a VERA & VSIP.

Part 2

DSCP - II.A - inadvertently omitted A DSIO and DSDC complaint. These two complaints were counseled thru DSCP.
DSCP - II.B - 11 complaints were filed this FY-06. This number is accurate.
DO-S - II.B - The number of complaints filed in FY06 is correct. In FY05 there were less complaints filed.
DDC - II.B - The agency had a substantial decrease in the number of formal complaint filed in FY 06, due to a large number of possible complaints being resolved during the informal complaint process.

Part 3

DLIS - III.A.3 Number - Investigator is from OCI.
DLIS - III.A.3.a Number - Investigator is from OCI.
DSCP - III.B.1 CI/Agency - Under direction of DLA ltr dtd 11/3/05, OCI will report this information through their 462 report (DHRA).
DDC - III.B.1 Inv/Agency - DLA as a Defense agency uses OCI investigators to accomplish their investigations.
DSCR - III.B.1 Inv/Agency - OCI completed the investigations in accordance with the agreement between OCI and EEOC.
DSCC - III.B.1 Inv/Agency - As a Defense Agency, the Office of Complaint Investigations performs all DLA investigations.
DSCR - III.B.1 Coun/Agency - Pursuant to the agreement between EEOC, Defense Agencies utilize OCI for all of their investigations.
DSCP - III.B.1 Coun/Agency - OCI will report this information through their 462 report (DHRA). This direction was from DLA memo dtd Nov 3, 2005.
DSCR - III.B.1 Coun/Agency - OCI completed the investigations in accordance with the agreement between OCI and EEOC.
DLIS - III.B.1.c Inv/Agency - We use OCI Investigators.
DLIS - III.B.1.c Inv/Agency - OCI completed the investigations in accordance with the agreement between OCI and EEOC.
DLIS - III.B.1.c Coun/Agency - No training funds & low priority.
DSCP - III.B.2 CI/Agency - Under direction of DLA ltr dtd 11/3/05, OCI will report this information through their 462 report (DHRA).
DLIS - III.B.2 Inv/Agency - As a Defense agency DLIS uses OCI investigators to accomplish our investigations.
DSCP - III.B.2 Inv/Agency - Under DLA ltr dtd 11/3/05, OCI will report this information through their 462 report (DHRA).
DRMS - III.B.2 Inv/Agency - We use OCI Investigators.
DO-S - III.B.2 Inv/Agency - DLA uses OCI Investigators, therefore, we put zero.
DRMS - III.B.2 Coun/Agency - Low priority & no training funds.
DLIS - III.B.2.c Inv/Agency - OCI completed the investigations in accordance with the agreement between OCI and EEOC.
DLIS - III.B.2.c Inv/Agency - We use OCI Investigators.
DLIS - III.B.2.c Coun/Agency - Low priority & no training funds.

Part 4

DDC - - OTHER: Performance Feedback added
DSCR - - Other
DDC - - OTHER: The following additional issues should be included in the total based on age, sex (F), reprisal and disability (P): 2-inappropriate comments about complainants character, 1-denied relocation bonus, 1-required to inform supervisor, at the end of her shift, that she was leaving, 1-letter of warning.

Part 6

DLIS - VI.A Number - Number is correct.
DRMS - VI.A Number - Number of days is correct.
DSCC - VI.A Number - There was 1 complaint pending at the end of FY 05. It was settled during FY06.
DO-S - VI.A Number - The total number of days is correct; only 12 cases were closed this FY 06.
DDC - VI.A Number - The data in Line A is accurate, DDC had less closures during FY06 than in FY05.
DSCR - VI.A Number - Had one very difficult case.
DSCP - VI.A Number - There were a total of 17 closures for FY-06. Two of these closures were against other agencies that were not added into last years report. One was a DSIO and one a DSDC complaint.
DLIS - VI.B Number - Number is correct
DRMS - VI.B Number - Number of days is correct.

DLIS - VI.B Number - This case was settled at hearing by order of the AJ.
DDC - VI.B Number - FY-06 FADs WITHOUT an AJ decision are less than FY05-41. However the data for FY06-18 is correct.
DSCP - VI.B Number - Many of these closures were from FY-03/04. Average # of days will be higher.
DSCR - VI.C Number - EEOC did not render a decision for 465 days and then a FAD was rendered 134 days later.

Part 7

DDC - VII.A Number - There were less settlements obtained in FY-06 than FY-05. This mainly due to the fact there were many repeat filers who wanted to take their complaint through the entire EEO complaint process. Those desiring to resolve accept such things as training, voluntary resignation vs. termination or removal, training, etc.

Appendix A – Comments (continued)

DDC - VII.A Number - In FY-06 most complaints did not close with a corrective action. The majority of these complaints were closed as a result of FADs or withdrawals from the complaint process.

DSCP - VII.A Number - Number of FY-06 closures is lower due to not having as many complainants as last year's report.

DDC - VII.C Number - Three complaints were settled resulting in attorney's fees being awarded in FY-05.

DDC - VII.F.1 Monetary - Number of closures with monetary benefits, four (4). Three (3) closures are listed in items Section F. 1-11, and one (1) is listed under OTHER: Awards-1.

Part 8

DSCP - VIII.A Number Pending - resolution attempts were made (3 x's) and these attempts failed.

DSCP - VIII.A.1 Ave Days - complainant for this case has declined numerous resolution attempts to be moved to different areas, which offers were turned down by complainant.

DDC - VIII.A.1 Average Days - This information is accurate. At the end of FY-06, there were no complaints pending acknowledgement. So, there are no average days to tally.

DSCC - VIII.A.1 Average Days - Complaint was originally dismissed. EEOC remanded back to agency for investigation.

DRMS - VIII.A.1 Average Days - Number is correct.

DSCP - VIII.A.1 Average Days - Complainant for this case has declined numerous resolution attempts to be moved to different areas. However, time spent finding a solution, review by mgmt, and acceptance from complainant has exceeded the normal timeframe. This is what has increased the Average Days to 593.

DO-S - VIII.A.1 Average Days - The average number of days to acknowledge one complaint is correct. It is 5 days

DDC - VIII.A.1 Average Days -

DDC - VIII.A.1 Average Days -

DSCP - VIII.A.1 Average Days - All figures/average days are correct for FY-06.

DLIS - VIII.A.1 Average Days - Number is correct

DLIS - VIII.A.1 Average Days - Value is correct

DLIS - VIII.A.1 Average Days - Number is correct

DO-S - VIII.A.1 Pending Oldest Case - The number of days pending for the oldest case is correct. Case number DLAF-06-0119

DO-S - VIII.A.2 Average Days - The average is correct. There are 13 complaints pending investigation and the average 126.5. Part of the problem is that it takes OCI an average of about 3 months to assign an investigator.

DSCP - VIII.A.2 Average Days - Two complaints out of the four above are from FY-02 and FY-04. Both these cases exceed 1000 days. These figures are correct. The complexity of these cases increased the # of days.

DRMS - VIII.A.2 Average Days - Case backlog at OCI.

DLIS - VIII.A.2 Average Days - Number is correct

DLIS - VIII.A.2 Average Days - Value is correct

DLIS - VIII.A.2 Average Days - Number is correct

DSCP - VIII.A.2 Average Days -

DSCC - VIII.A.2 Average Days - Complaint was originally dismissed. EEOC remanded back to agency for investigation

DDC - VIII.A.2 Number Pending - Near the end of the Fiscal year we had new complaints being filed, at least five (5) a week, plus we had a class complaint that was held in abeyance and converted to individual complaints.

DDC - VIII.A.2 Number Pending -

DDC - VIII.A.2 Number Pending -

DO-S - VIII.A.2 Number Pending - Yes, there are 13 investigations pending. The number is correct.

DO-S - VIII.A.2 Pending Oldest Case - The number of days pending for the oldest case is correct. The complainant filed in 2/6/06 (Case Number DLAF-06-0292). An investigation took place in August 2006 but OCI has not submitted the ROI to the Agency.

DSCP - VIII.A.2 Pending Oldest Case - problems arose during the Investigative stage of this oldest complaint. Investigative request ltr went out 2/3/06, and ROI received in ofc on 8/29/06, ROI to complainant was 9/19/06.

DSCC - VIII.A.3 Average Days - There were no complaints pending a hearing at end of FY 06.

DRMS - VIII.A.3 Average Days - Case backlog at EEOC

DDC - VIII.A.3 Number Pending -

DDC - VIII.A.3 Number Pending -

DDC - VIII.A.3 Number Pending - We have various complainants who requested hearings but have not received dates for hearing.

DSCP - VIII.A.4 Ave Days - One case from FY-02 held up during the acceptance/dismissal stage, and again during the investigative stage during OCI's reorganization transmission stage. The other case, FY-04 was held up during the OCI investigative stage due to reorganization of investigations and office structure.

DRMS - VIII.A.4 Average Days - Number is correct.

DLIS - VIII.A.4 Average Days - Number is correct

DLIS - VIII.A.4 Average Days - Value is correct

DLIS - VIII.A.4 Average Days - Number is correct

DSCR - VIII.A.4 Average Days - Complicated case.

DDC - VIII.A.4 Number Pending - The requests have been submitted for FAD, but we have not received the reports.

DDC - VIII.A.4 Number Pending -

DDC - VIII.A.4 Number Pending -

Part 9

DO-S - IX.A Total - The Agency investigations were done by the OCI Complaints investigations therefore Part III B has zero for investigators.

DSCC - IX.A Total - OCI completed the investigations in accordance with the agreement between OCI and EEOC.

DSCR - IX.A Total - OCI completed the investigations in accordance with the agreement between OCI and EEOC.

DSCP - IX.A Total - OCI completed the investigations in accordance with the agreement between EEOC and OCI.

DSCC - IX.A Total - Error corrected. Previously reported as contract personnel but should have been counted as Agency Personnel.

DSCC - IX.A Total - Corrected error from this and previous year.

DSCC - IX.A Total - Error corrected. Previously reported as contract personnel but should have been counted as Agency Personnel.

DSCC - IX.A.1 Ave Days - Error corrected. Previously reported as contract personnel but should have been counted as Agency Personnel.

DSCC - IX.A.1 Ave Days - Corrected error.

DSCC - IX.A.1 Average Days - Error corrected. Previously reported as contract personnel but should have been counted as Agency Personnel.

DSCP - IX.A.1 Average Days - Average days exceeds 330 (not by much 332.5) due to one complaint (TA-05-004) that was past 520 days. OCI was in the process of changes with organizations & responsibilities, which increased timeframes on this complaint during the investigation.

DDC - IX.A.1 Total - This information was previously mischaracterized as contractors

DSCR - IX.A.1 Total - OCI was slow on a few cases.

DSCC - IX.A.1 Total - Correction of error.

DSCP - IX.A.1 Total - The Agency investigations were done by the OCI Complaints investigations therefore Part III B has zero for investigators.

DDC - IX.A.1 Total - DLA as a Defense agency uses OCI investigators to accomplish their investigations.

Appendix A – Comments (continued)

DLA - IX.A.1 Total - Pursuant to the agreement between EEOC and the Agency, as a Defense agency, DLA utilizes OCI investigators to accomplish out investigations.

DSCC - IX.A.2 Total - Correction of error.

DSCC - IX.A.2 Total - Error corrected. Previously reported as contract personnel but should have been counted as Agency Personnel.

DDC - IX.A.2 Total - No total cost of investigations should be reported on this line per guideline received from EEOC for DLA. Defense agencies use OCI investigators to accomplish their investigations.

DSCC - IX.A.2 Total - Error corrected. Previously reported as contract personnel but should have been counted as Agency Personnel.

DSCR - IX.A.2 Total - Fewer investigations this FY.

DLIS - IX.A.2 Total - Number is correct

DRMS - IX.A.2 Total - Case backlog at OCI.

DO-S - IX.A.2 Total - The total amount is correct. There were only four investigations completed this FY 06 which is less than last year; six complaints completed.

DSCC - IX.A.3 Average Days - Complaint was previously dismissed. EEOC remanded back to agency for investigation.

DSCC - IX.A.3 Total - Error corrected. Previously reported as contract personnel but should have been counted as Agency Personnel.

DSCC - IX.A.4 Total - Error corrected. Previously reported as contract personnel but should have been counted as Agency Personnel.

DSCC - IX.A.4 Total - Cost of Investigation increased from previous year.

DDC - IX.A.4 Total - This information was previously mischaracterized. No total cost of investigations should be reported on this line.

Part 11

DSCP - XI.A Complainants - Complainant information was inadvertently omitted from previous year's report.

DSCR - XI.A Complainants - Mis-count for FY05.

DSCR - XI.A Complainants - Mis-count for FY05.

DSCR - XI.A Complainants - Mis-count for FY05.

DSCR - XI.A Complainants - Mis-count for FY05.

DSCP - XI.A Complaints - One complaint pending from previous year. Complainant made contact with the office, yet never pursued the process.

DSCP - XI.D Complaints - Complainant elected Mediation in the latter part of his complaint, which intum exceeded the normal timeframes.

DSCP - XI.E.1 Ave Days - Average days calculated is accurate. The complaint exceeded the allotted time frame.

DSCP - XI.E.1 Ave Days - Average days calculated is accurate. The complaint exceeded the allotted time frame.

DSCP - XI.E.1 Complaints - Average days calculated is accurate. The complaint exceeded the allotted time frame.

DSCP - XI.E.1 Complaints - Complainant elected Mediation in the latter part of his complaint which exceeded the normal timeframes.

DSCP - XI.E.1.a Ave Days - Average days calculated is accurate. The complaint exceeded the allotted time frame.

DSCP - XI.E.1.a Ave Days - Complaint processing exceeded the allotted days.

DDC - XI.F.1 Complaints - Line F.2.I. should be OTHER: , and two (2) complaints and two (2) complainants.

Part 12

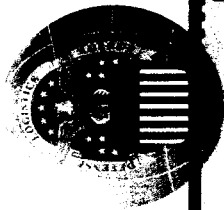
DRMS - XII.A.1 Total Workforce - Mediation functions are performed by DLA Columbus.

DSCC - XII.C in house staff resources - Corrected from last reporting period.

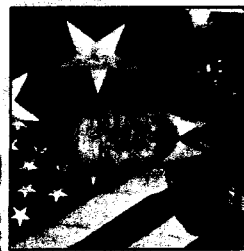
DLIS - XII.C in house staff resources - Mediation functions are performed by DLA Columbus.

DRMS - XII.C in house staff resources - Mediation functions performed by DLA Columbus.

Part 8



Defense Logistics Agency



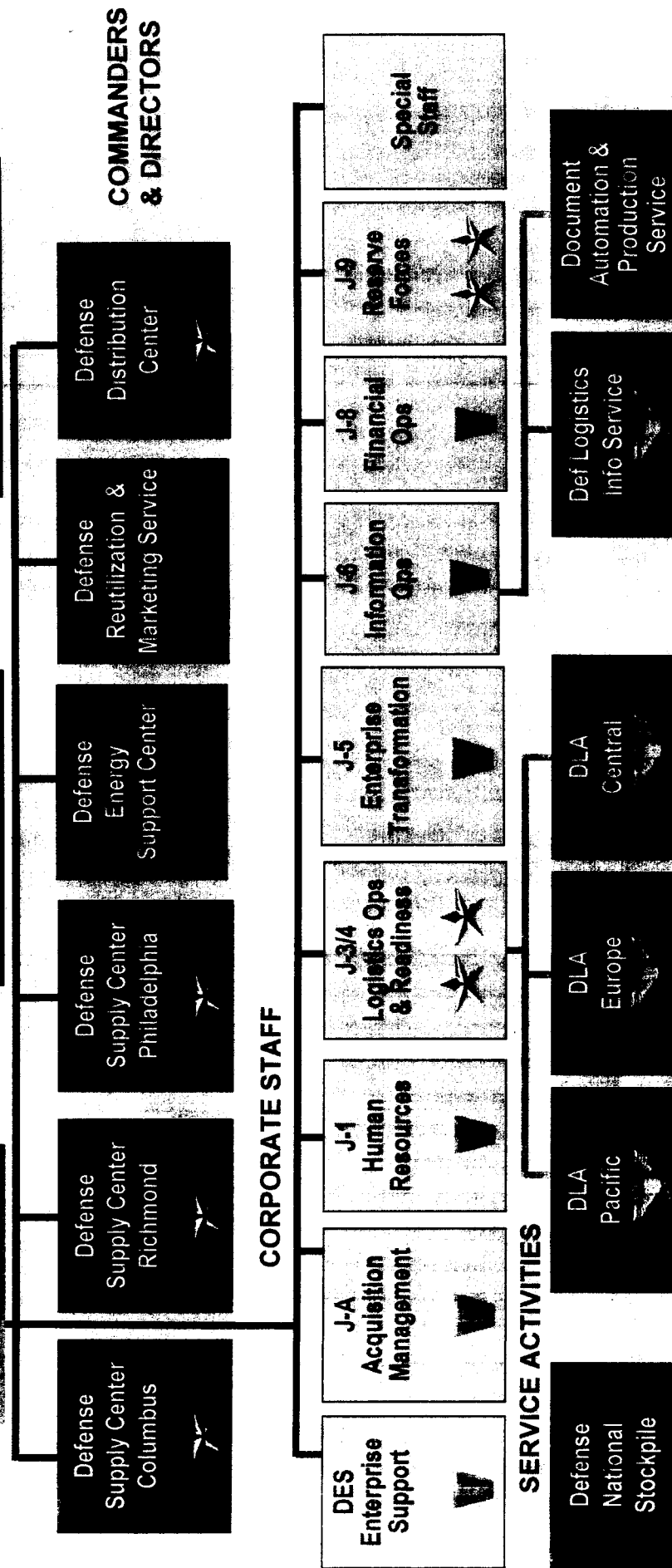
Director
Lieutenant General
Robert T. Dall
United States Army



Vice Director
Major General Loren Rene
United States Air Force



Senior Enlisted Advisor
CSM David Roman
United States Army



Part 9



**DEFENSE LOGISTICS AGENCY
HEADQUARTERS
8725 JOHN J. KINGMAN ROAD, SUITE 2533
FORT BELVOIR, VIRGINIA 22060-6221**

IN REPLY
REFER TO DO

JAN 22 2007

MEMORANDUM FOR ALL DEFENSE LOGISTICS AGENCY (DLA) EMPLOYEES

SUBJECT: Policy Statement – Equal Employment Opportunity

I am personally committed to the principles of Equal Employment Opportunity (EEO) and to taking measures to incorporate these principles into the four major DLA areas of focus: warfighter support, stewardship, growth and development, and leadership. I also expect all DLA senior executives, managers, supervisors, and employees to be fully committed to EEO and to maintain a workplace free from unlawful discrimination and harassment. Our continued viability in a post-BRAC environment depends on integrating EEO principles in all of our employment plans, policies, procedures, and operational practices.

DLA strives to recruit, hire, and promote individuals without regard to race, religion, color, national origin, sex, sexual orientation, age, or physical/mental disability. All selection decisions shall be based on an individual's qualifications and criteria for the job being filled. All personnel actions will be taken without discrimination, prejudice, or bias.

DLA employees have the right to file complaints of employment discrimination. Employees who exercise their rights under Title VII of the Civil Rights Act of 1964, as amended, and other related statutes will not be subjected to reprisal or retaliatory actions. Complaints of discrimination will be addressed fairly and expeditiously. Managers will be engaged toward effectively resolving any issues or concerns raised in the EEO complaint administrative process at the lowest level possible.

The responsibility for an effective EEO Program resides with all DLA employees. I expect all DLA supervisors and managers to foster a work environment where opportunities are provided to our employees, enabling each to reach their full potential so that they are able to contribute their best efforts to the DLA mission. DLA employees shall be offered training and development to enhance their competencies and recognized for their mission related accomplishments.

I have no doubt that the daily exercise of equality of opportunity, mutual respect, and appreciation of our workforce diversity in every aspect of what we do can positively impact DLA's future growth and prosperity.

ROBERT T. DAIL
Lieutenant General, USA
Director





DEFENSE LOGISTICS AGENCY
HEADQUARTERS
8725 JOHN J. KINGMAN ROAD, SUITE 2533
FORT BELVOIR, VIRGINIA 22060-6221

IN REPLY
REFER TO DO

JAN 22 2007

MEMORANDUM FOR ALL DEFENSE LOGISTICS AGENCY (DLA) EMPLOYEES

SUBJECT: Policy Statement – Prevention of Sexual Harassment

DLA has a zero tolerance policy for sexual harassment. Sexual harassment, a form of sex discrimination, is against the law. It is demoralizing to anyone subjected to it and interferes with mission accomplishment. DLA's leadership will quickly investigate sexual harassment allegations.

Supervisors are expected to discuss DLA's policy regarding sexual harassment with all their employees to include assuring them that they are not to endure insulting, degrading, or exploitive sexual treatment. Sexual harassment is defined by the U.S. Equal Employment Opportunity Commission (EEOC) as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct when submission to such conduct is made, explicitly or implicitly, a term or condition of a person's employment; submitting to or rejecting such conduct is used as a basis for employment decisions affecting the person; or has the purpose or effect of interfering with a person's work performance or creating an intimidating, hostile, or offensive work environment.

Any DLA employee or applicant for employment who believes he or she is a victim of sexual harassment should report the allegation(s) as soon as possible to an appropriate management official or any staff member of the Equal Employment Opportunity (EEO) office.

In order to effectively provide the warfighter optimal support, every DLA employee must ensure their workplace environment is free of sexual harassment. Mutual respect and dignity is our standard and I expect nothing less from every member of the DLA team.

ROBERT T. DAIL
Lieutenant General, USA
Director



Part 10

Appendix

Copies of the following Data Tables¹ are appended to this report.

TABLE A1: DLA Total Workforce – Distribution by Race/Ethnicity and Sex.

TABLE A2: Total Workforce by Component – Workforce by Race/Ethnicity and Sex FY 2006.

TABLE A3: Occupational Categories– Distribution by Race/Ethnicity and Sex.

TABLE A4: Participation Rates across General Schedule (GS) Grades by Race/Ethnicity/Sex.

TABLE A5-1: Participation Rates across Wage (WG) Grades by Race/Ethnicity and Sex.

TABLE A6: Participation Rates for Major Occupations - Distribution by Race/Ethnicity and Sex.

TABLE A7: Applicants and Hires for Major Occupations – Permanent Workforce by Race/Ethnicity.

TABLE A8: New Hires – Distribution by Race/Ethnicity and Sex.

TABLE A11: Internal Selections for Senior Level Positions (GS 13/14, 15, and SES) – Permanent Workforce –Distribution by Race/Ethnicity and Sex FY 2006.

TABLE A13: Employee Recognition and Awards - Distribution by Race/Ethnicity and Sex.

TABLE A14: Separations by Type of Separation - Distribution by Race/Ethnicity and Sex.

TABLE B1: Total Workforce – Distribution by Disability (OPM Form 256 Self-ID Codes).

TABLE B2: Total Workforce by Component – Workforce by Disability FY 2006.

TABLE B3: Occupational Groups – Distribution by Disability Permanent Employees.

TABLE B4-1: Participation Rates for General Schedule (GS) Grades by Disability.

TABLE B5-1: Participation Rates for Wage Grades (WG) by Disability.

TABLE B6: Participation Rates for Major Occupations - Distribution by Disability.

TABLE B7: Applicant Flow Data for Major Occupations by Disability.

TABLE B8: New Hires - Distribution by Disability.

TABLE B11: Internal Selections for Senior Level Positions by Disability.

TABLE B13: Employee Recognition and Awards – Distribution by Disability.

TABLE B14: Separations by Type of Separation – Distribution by Disability.

¹ DATA TABLES A3-1, A3-2, A4-1, A4-2, A5-2, A9, A10, A12, B4-2, B9, B10, and B12 are not available this reporting period.

Table A1: Total Workforce - by Race/Ethnicity and Sex FY 2006

TOTAL			RACE/ETHNICITY																									
			EMPLOYEES				Hispanic or Latino				Non-Hispanic or Latino				Asian								Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or Other races	
			All		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or Other races													
		male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female			
TOTAL																												
FY 2005	#	21,159	12,339	8,820	651	327	8,859	5,641	2,309	2,537	358	208	31	17	131	90							0	0				
	%	100.01%	58.32%	41.69%	03.08%	01.55%	41.87%	26.66%	10.91%	11.99%	01.69%	00.98%	00.15%	00.08%	00.62%	00.43%							00.00%	00.00%				
FY 2006	#	20,927	12,220	8,707	651	319	8,736	5,539	2,324	2,521	329	214	40	20	131	92							9	2				
	%	100.01%	58.40%	41.61%	03.11%	01.52%	41.75%	26.47%	11.11%	12.05%	01.57%	01.02%	00.19%	00.10%	00.63%	00.44%							00.04%	00.01%				
RCLF (2000)	%	100.00%	56.90%	43.10%	05.36%	03.67%	42.25%	31.55%	05.70%	05.29%	02.25%	01.60%	00.08%	00.05	00.36%	00.28%							00.90%	00.66%				
Difference	#	-232	-119	-113	0	-8	-123	-102	15	-16	-29	6	9	3	0	2							9	2				
	%	0.00%	0.08%	-0.08%	0.03%	-0.03%	-0.12%	-0.19%	0.20%	0.06%	-0.12%	0.04%	0.04%	0.02%	0.01%	0.01%							0.04%	0.01%				
Ratio Change	%	-1.10%	-0.96%	-1.28%	0.00%	-2.45%	-1.39%	-1.81%	0.65%	-0.63%	-8.10%	2.88%	29.03%	17.65%	0.00%	2.22%							0.00%	0.00%				
PERMANENT																												
FY 2005	#	20,760	12,090	8,670	641	318	8,689	5,545	2,247	2,496	352	205	31	17	130	89							0	0				
	%	100.00%	58.24%	41.76%	03.09%	01.53%	41.85%	26.71%	10.82%	12.02%	01.70%	00.99%	00.15%	00.08%	00.63%	00.43%							00.00%	00.00%				
FY 2006	#	20,825	12,155	8,670	649	317	8,688	5,515	2,313	2,513	329	211	39	20	128	92							9	2				
	%	100.00%	58.37%	41.63%	03.12%	01.52%	41.72%	26.48%	11.11%	12.07%	01.58%	01.01%	00.19%	00.10%	00.61%	00.44%							00.04%	00.01%				
Difference	#	65	65	0	8	-1	-1	-30	66	17	-23	6	8	3	-2	3							9	2				
	%	0.00%	0.13%	-0.13%	0.03%	-0.01%	-0.13%	-0.23%	0.29%	0.05%	-0.12%	0.02%	0.04%	0.02%	-0.02%	0.01%							0.04%	0.01%				
Ratio Change	%	0.31%	0.54%	0.00%	1.25%	-0.31%	-0.01%	-0.54%	2.94%	0.68%	-6.53%	2.93%	25.81%	17.65%	-1.54%	3.37%							0.00%	0.00%				
TEMPORARY																												
FY 2005	#	399	249	150	10	9	170	96	62	41	6	3	0	0	1	1							0	0				
	%	100.01%	62.41%	37.60%	02.51%	02.26%	42.61%	24.06%	15.54%	10.28%	01.50%	00.75%	00.00%	00.00%	00.25%	00.25%							00.00%	00.00%				
FY 2006	#	102	65	37	2	2	48	24	11	8	0	3	1	0	3	0							0	0				
	%	99.99%	63.72%	36.27%	01.96%	01.96%	47.06%	23.53%	10.78%	07.84%	00.00%	02.94%	00.98%	00.00%	02.94%	00.00%							00.00%	00.00%				

Difference	#	-297	-184	-113	-8	-7	-122	-72	-51	-33	-6	0	1	0	2	-1	0	0
Ratio Change	%	-0.02%	1.31%	-1.33%	-0.55%	-0.30%	4.45%	-0.53%	-4.76%	-2.44%	-1.50%	2.19%	0.98%	0.00%	2.69%	-0.25%	0.00%	0.00%
Net Change	%	-4.44%	-3.90%	-5.33%	-0.00%	-7.78%	-1.76%	-5.00%	-2.26%	-0.49%	-0.00%	0.00%	0.00%	0.00%	200.00%	-0.00%	0.00%	0.00%

Primary Criteria:
Department_of_Defense_Defense_Logistics_Agency

Secondary Criteria:
None

RCLF Criteria:
MSA

Data from: 09/30/2006
Printed on: 01/29/07

Data shown includes full-time, part-time, and intermittent employees in a pay status.

Ratio Change - Simple subtraction of Current Fiscal Year % from Prior Fiscal Year %. This is the standard DLA measure of change of representation and is called Change % in other DLA reports.

Net Change - According to EEOC, this is calculated by dividing difference in employment numbers (current year vs prior year) by the number of employees in the prior year.

Table A2: TOTAL WORKFORCE BY COMPONENT - Workforce - by Race/Ethnicity and Sex FY 2006

TOTAL			RACE/ETHNICITY																			
			EMPLOYEES		Hispanic or Latino				Non-Hispanic or Latino				Asian				Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races	
					White		Black or African American		male		female		male		female		male		female		male	
TOTAL	#	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
	%	20,927	12,220	8,707	319	8,736	5,539	2,324	2,521	214	40	20	131	92	9	2						
	%	100.01%	58.40%	41.61%	03.11%	41.75%	26.47%	11.11%	12.05%	01.57%	01.02%	00.19%	00.63%	00.44%	00.04%	00.01%						
RCLF (2000)	%	99.38%	56.55%	42.83%	05.29%	42.23%	31.51%	05.64%	05.24%	02.18%	01.55%	00.05%	00.32%	00.25%	00.84%	00.63%						
	#	85	64	21	4	2	19	5	3	3	21	8	17	3	0	0						
	%	100.00%	75.30%	24.70%	04.71%	22.35%	05.88%	03.53%	03.53%	24.71%	09.41%	20.00%	03.53%	00.00%	00.00%	00.00%						
B2	#	33	27	6	1	0	20	3	1	1	5	2	0	0	0	0						
	%	100.00%	81.82%	18.18%	03.03%	00.00%	60.61%	09.09%	03.03%	03.03%	15.15%	06.06%	00.00%	00.00%	00.00%	00.00%						
	#	18	16	2	0	1	12	0	4	1	0	0	0	0	0	0						
B4	% <td>100.01%</td> <td>88.89%</td> <td>11.12%</td> <td>00.00%</td> <td>56.67%</td> <td>00.00%</td> <td>22.22%</td> <td>05.56%</td> <td>00.00%</td> <td>00.00%</td> <td>00.00%</td> <td>00.00%</td> <td>00.00%</td> <td>00.00%</td> <td>00.00%</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>	100.01%	88.89%	11.12%	00.00%	56.67%	00.00%	22.22%	05.56%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%						
	#	146	109	37	3	0	23	6	83	31	0	0	0	0	0	0						
	%	99.99%	74.65%	25.34%	02.05%	00.00%	15.75%	04.11%	56.85%	21.23%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%						
B8	#	125	97	28	2	1	39	7	55	16	1	3	0	1	0	0						
	%	100.00%	77.60%	22.40%	01.60%	00.80%	31.20%	05.60%	44.00%	12.80%	00.80%	02.40%	00.00%	00.80%	00.00%	00.00%						
	#	2,442	1,343	1,099	20	17	1,102	764	189	297	20	9	0	11	1	1						
CA	% <td>100.01%</td> <td>55.00%</td> <td>45.01%</td> <td>00.82%</td> <td>00.70%</td> <td>45.13%</td> <td>31.29%</td> <td>07.74%</td> <td>12.16%</td> <td>00.82%</td> <td>00.37%</td> <td>00.00%</td> <td>00.45%</td> <td>00.04%</td> <td>00.04%</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>	100.01%	55.00%	45.01%	00.82%	00.70%	45.13%	31.29%	07.74%	12.16%	00.82%	00.37%	00.00%	00.45%	00.04%	00.04%						
	#	6	5	1	0	0	4	1	0	0	1	0	0	0	0	0						
	%	100.01%	83.34%	16.67%	00.00%	66.67%	16.67%	00.00%	00.00%	16.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%						
DM	#	2,456	1,966	490	38	11	1,489	304	406	169	11	3	4	0	17	3						
	%	100.00%	80.05%	19.95%	01.55%	00.45%	60.63%	12.38%	16.53%	06.88%	00.45%	00.12%	00.16%	00.00%	00.69%	00.12%						
	#	12	7	5	0	0	5	3	2	2	0	0	0	0	0	0						
DP	%	100.01%	58.34%	41.67%	00.00%	41.67%	25.00%	16.67%	16.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%						
	#	21	15	6	0	0	7	3	4	3	2	0	2	0	0	0						
	%	100.00%	71.42%	28.58%	00.00%	00.00%	33.33%	14.29%	19.05%	14.29%	09.52%	00.00%	09.52%	00.00%	00.00%	00.00%						
DW	#	8	3	5	0	0	1	2	0	1	2	2	0	0	0	0						

	%	100.00%	37.50%	62.50%	00.00%	00.00%	00.00%	12.50%	25.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
DZ	#	632	383	249	4	2	260	141	105	89	3	1	0	0	11	16	0	0
	%	99.99%	60.59%	39.40%	00.63%	00.32%	41.14%	22.31%	16.61%	14.08%	00.47%	00.16%	00.00%	00.00%	01.74%	02.53%	00.00%	00.00%
G1	#	43	8	35	0	2	6	25	2	7	0	0	0	0	0	1	0	0
	%	100.00%	18.60%	81.40%	00.00%	04.65%	13.95%	58.14%	04.65%	16.28%	00.00%	00.00%	00.00%	00.00%	00.00%	02.33%	00.00%	00.00%
G2	#	115	49	66	2	5	37	46	7	13	2	0	0	0	1	2	0	0
	%	100.00%	42.61%	57.39%	01.74%	04.35%	32.17%	40.00%	06.09%	11.30%	01.74%	00.00%	00.00%	00.00%	00.87%	01.74%	00.00%	00.00%
G3	#	215	101	114	6	3	73	71	19	33	1	7	0	0	1	0	1	0
	%	100.02%	46.99%	53.03%	02.79%	01.40%	33.95%	33.02%	08.84%	15.35%	00.47%	03.26%	00.00%	00.00%	00.47%	00.06%	00.47%	00.00%
G5	#	247	156	91	5	2	91	63	48	23	9	2	1	0	2	1	0	0
	%	99.98%	63.14%	36.84%	02.02%	00.81%	36.84%	25.51%	19.43%	09.31%	03.64%	00.81%	00.40%	00.00%	00.81%	00.40%	00.00%	00.00%
G6	#	134	57	77	1	4	49	52	5	21	2	0	0	0	0	0	0	0
	%	100.01%	42.54%	57.47%	00.75%	02.99%	36.57%	38.81%	03.73%	15.67%	01.49%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
G8	#	107	33	74	2	1	26	46	4	23	0	4	0	0	1	0	0	0
	%	100.00%	30.84%	69.16%	01.87%	00.93%	24.30%	42.99%	03.74%	21.50%	00.00%	03.74%	00.00%	00.00%	00.93%	00.00%	00.00%	00.00%
G9	#	5	2	3	0	0	1	2	1	1	0	0	0	0	0	0	0	0
	%	100.00%	40.00%	60.00%	00.00%	00.00%	20.00%	40.00%	20.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GA	#	2,261	1,074	1,187	35	31	690	567	320	568	18	13	0	0	11	8	0	0
	%	100.00%	47.51%	52.49%	01.55%	01.37%	30.52%	25.08%	14.15%	25.12%	00.80%	00.57%	00.00%	00.00%	00.49%	00.35%	00.00%	00.00%
GC	#	148	89	59	3	4	73	46	11	9	0	0	1	0	1	0	0	0
	%	100.00%	60.14%	39.86%	02.03%	02.70%	49.32%	31.08%	07.43%	06.08%	00.00%	00.00%	00.68%	00.00%	00.68%	00.00%	00.00%	00.00%
H6	#	7	5	2	0	0	5	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	71.43%	28.57%	00.00%	00.00%	71.43%	28.57%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
H8	#	107	72	35	2	0	67	22	2	12	1	1	0	0	0	0	0	0
	%	99.99%	67.29%	32.70%	01.87%	00.00%	62.62%	20.56%	01.87%	11.21%	00.93%	00.93%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
H9	#	943	404	539	28	26	261	325	95	161	16	22	0	0	3	4	1	1
	%	100.00%	42.85%	57.15%	02.97%	02.76%	27.68%	34.46%	10.07%	17.07%	01.70%	02.33%	00.00%	00.00%	00.32%	00.42%	00.11%	00.11%
HD	#	15	9	6	1	0	8	5	0	1	0	0	0	0	0	0	0	0
	%	100.00%	60.00%	40.00%	06.67%	00.00%	53.33%	33.33%	00.00%	06.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
HE	#	45	33	12	3	1	26	8	3	2	1	1	0	0	0	0	0	0

	%	100.00%	73.34%	26.66%	06.67%	02.22%	57.78%	17.78%	06.67%	04.44%	02.22%	02.22%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
HH	#	59	47	12	3	1	41	10	3	1	0	0	0	0	0	0	0	0
	%	99.98%	79.65%	20.33%	05.08%	01.69%	69.49%	16.95%	05.08%	01.69%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
HY	#	4	3	1	0	0	2	0	1	1	0	0	0	0	0	0	0	0
	%	100.00%	75.00%	25.00%	00.00%	00.00%	50.00%	00.00%	25.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
J2	#	91	79	12	13	1	65	11	1	0	0	0	0	0	0	0	0	0
	%	100.01%	86.82%	13.19%	14.29%	01.10%	71.43%	12.09%	01.10%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
JH	#	1,200	743	457	46	17	532	338	125	76	23	14	7	7	10	5	0	0
	%	100.00%	61.91%	38.09%	03.83%	01.42%	44.33%	28.17%	10.42%	06.33%	01.92%	01.17%	00.58%	00.58%	00.83%	00.42%	00.00%	00.09%
JK	#	10	8	2	0	0	4	1	3	1	1	0	0	0	0	0	0	0
	%	100.00%	80.00%	20.00%	00.00%	00.00%	40.00%	10.00%	30.00%	10.00%	10.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
JQ	#	790	406	384	11	7	353	333	32	39	7	4	0	0	3	1	0	0
	%	100.01%	51.39%	48.62%	01.39%	00.89%	44.68%	42.15%	04.05%	04.94%	00.89%	00.51%	00.00%	00.00%	00.38%	00.13%	00.00%	00.00%
JV	#	10	4	6	0	0	3	4	1	2	0	0	0	0	0	0	0	0
	%	100.00%	40.00%	60.00%	00.00%	00.00%	30.00%	40.00%	10.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
JZ	#	1,476	1,104	372	217	61	620	214	133	50	110	39	3	2	21	6	0	0
	%	100.00%	74.79%	25.21%	14.70%	04.13%	42.01%	14.50%	09.01%	03.39%	07.45%	02.64%	00.20%	00.14%	01.42%	00.41%	00.00%	00.00%
KN	#	85	70	15	0	1	68	14	2	0	0	0	0	0	0	0	0	0
	%	100.00%	82.35%	17.65%	00.00%	01.18%	80.00%	16.47%	02.35%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
KO	#	295	151	144	2	0	41	21	104	120	4	3	0	0	0	0	0	0
	%	100.01%	51.19%	48.82%	00.68%	00.00%	13.90%	07.12%	35.25%	40.68%	01.36%	01.02%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
KP	#	108	84	24	33	12	43	10	7	2	1	0	0	0	0	0	0	0
	%	100.00%	77.78%	22.22%	30.56%	11.11%	39.81%	09.26%	06.48%	01.85%	00.93%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
KQ	#	73	55	18	3	0	33	10	18	8	0	0	0	0	1	0	0	0
	%	100.01%	75.35%	24.66%	04.11%	00.00%	45.21%	13.70%	24.66%	10.96%	00.00%	00.00%	00.00%	00.00%	01.37%	00.00%	00.00%	00.00%
KR	#	240	167	73	1	0	101	44	62	29	0	0	0	0	2	0	1	0
	%	99.99%	69.58%	30.41%	00.42%	00.00%	42.08%	18.33%	25.83%	12.08%	00.00%	00.00%	00.00%	00.00%	00.83%	00.00%	00.42%	00.00%
LA	#	1,023	493	530	14	10	444	445	26	56	2	3	0	0	5	16	2	0
	%	100.00%	48.20%	51.80%	01.37%	00.98%	43.40%	43.50%	02.54%	05.47%	00.20%	00.29%	00.00%	00.00%	00.49%	01.56%	00.20%	00.00%
ND	#	12	8	4	1	0	7	2	0	2	0	0	0	0	0	0	0	0

NF	%	100.00%	66.66%	33.34%	08.33%	00.00%	58.33%	16.67%	00.00%	16.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
	#	451	295	156	12	5	236	113	34	28	0	3	0	0	0	13	7	0	0	0	0	0	0	0	0
NH	%	100.01%	65.41%	34.60%	02.66%	01.11%	52.33%	25.06%	07.54%	06.21%	00.00%	00.00%	00.67%	00.00%	00.00%	02.88%	01.55%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
	#	33	20	13	3	0	14	12	3	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
NK	%	99.99%	60.60%	39.39%	09.09%	00.00%	42.42%	36.36%	09.09%	00.00%	00.00%	03.03%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
	#	15	12	3	0	0	6	2	2	0	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0
NL	%	100.00%	80.00%	20.00%	00.00%	00.00%	40.00%	13.33%	13.33%	00.00%	26.67%	06.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
	#	19	9	10	0	0	5	4	4	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NM	%	100.00%	47.37%	52.63%	00.00%	00.00%	26.32%	21.05%	21.05%	31.58%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
	#	65	58	7	0	0	58	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PA	%	100.00%	89.23%	10.77%	00.00%	00.00%	89.23%	10.77%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
	#	830	463	367	40	31	337	228	63	90	16	15	0	2	6	1	1	0	0	0	0	0	0	0	0
SA	%	99.99%	55.78%	44.21%	04.82%	03.73%	40.60%	27.47%	07.59%	10.84%	01.93%	01.81%	00.00%	00.24%	00.72%	00.12%	00.12%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
	#	8	5	3	0	0	5	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T4	%	100.00%	62.50%	37.50%	00.00%	00.00%	62.50%	37.50%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
	#	85	72	13	3	0	34	4	34	9	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TA	%	100.01%	84.71%	15.30%	03.53%	00.00%	40.00%	04.71%	40.00%	10.59%	01.18%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
	#	2,655	1,183	1,472	50	47	898	956	202	435	25	30	1	1	6	3	1	0	0	0	0	0	0	0	0
UF	%	100.00%	44.56%	55.44%	01.88%	01.77%	33.82%	36.01%	07.61%	16.38%	00.94%	01.13%	00.04%	00.04%	00.23%	00.11%	00.04%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
	#	83	43	40	2	1	38	23	2	13	1	1	0	0	0	2	0	0	0	0	0	0	0	0	0
X3	%	99.98%	51.80%	48.18%	02.41%	01.20%	45.78%	27.71%	02.41%	15.66%	01.20%	01.20%	00.00%	00.00%	00.00%	00.00%	02.41%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
	#	96	50	46	2	0	39	36	9	9	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
X7	%	100.01%	52.09%	47.92%	02.08%	00.00%	40.63%	37.50%	09.38%	09.38%	00.00%	01.04%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
	#	29	21	8	0	0	13	6	3	0	1	2	2	0	2	0	0	0	0	0	0	0	0	0	0
Z0	%	100.01%	72.42%	27.59%	00.00%	00.00%	44.83%	20.69%	10.34%	00.00%	03.45%	06.90%	06.90%	00.00%	06.90%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
	#	696	434	262	35	12	297	166	80	56	17	19	2	4	3	5	0	0	0	0	0	0	0	0	0
Z4	%	99.99%	62.35%	37.64%	05.03%	01.72%	42.67%	23.85%	11.49%	08.05%	02.44%	02.73%	00.29%	00.57%	00.43%	00.72%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
	#	10	6	4	0	0	5	3	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	60.00%	40.00%	00.00%	00.00%	50.00%	30.00%	10.00%	10.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

Primary Criteria:
Department_of_Defense_Defense_Logistics_Agency

Secondary Criteria:
DAPS_HEADQUARTERS,
DEF_DIST_CENTER_PA,
DEF_DIST_DEPOT_ALBANY,
DEF_DIST_DEPOT_ANNISTON,
DEF_DIST_DEPOT_BARSTOW,
DEF_DIST_DEPOT_CHERRY_POINT,
DEF_DIST_DEPOT_COLUMBUS,
DEF_DIST_DEPOT_CORPUS_CHRISTI,
DEF_DIST_DEPOT_EUROPE,
DEF_DIST_DEPOT_HILL,
DEF_DIST_DEPOT JACKSONVILLE,
DEF_DIST_DEPOT_KUWAIT_SW_ASIA,
DEF_DIST_DEPOT NORFOLK,
DEF_DIST_DEPOT OKLAHOMA_CITY,
DEF_DIST_DEPOT PEARL_HARBOR,
DEF_DIST_DEPOT_PUGET_SOUND,
DEF_DIST_DEPOT_RED_RIVER,
DEF_DIST_DEPOT_RICHMOND_VIRGINIA,
DEF_DIST_DEPOT SAN_DIEGO,
DEF_DIST_DEPOT SAN_JOAQUIN,
DEF_DIST_DEPOT_SIGONELLA,
DEF_DIST_DEPOT_SUSQUEHANNA,
DEF_DIST_DEPOT_TOBYHANNA,
DEF_DIST_DEPOT WARNER_ROBINS,
DEF_DIST_DEPOT_YOKOSUKA_JAPAN,
DEF_DIST_MAPPING_ACTIVITY,
DEF_NATIONAL_STOCKPILE_CTR,
DEF_REUTIL_MKTG_SERVICE,
DEFENSE_DIST_DEPOT_GUAM_MARIANAS,
DEFENSE_DISTRIBUTION_CENTER_KOREA,
DEFENSE_ENERGY_SUPPORT_CENTER,
DEFENSE_HUMAN_RESOURCES_ACTIV

RCLF Criteria:
MSA

Appointment Type Criteria:
Permanent and Temporary

Data from: 09/30/2006
Printed on: 01/31/07

Data shown includes full-time, part-time, and intermittent employees in a pay status.

Operatives	#	1,864	1,507	357	123	23	868	145	442	168	26	6	43	15	5	0	0	0
	%	8100.00%	80.85%	19.14%	06.60%	01.23%	46.57%	07.78%	23.71%	09.01%	01.39%	00.32%	02.31%	00.80%	00.27%	00.00%	00.00%	00.00%
Operatives RCLF		100%	74.14%	25.33%	11.64%	05.58%	48.18%	13.95%	11.05%	04.51%	00.70%	00.16%	01.23%	00.75%	00.05%	00.00%	01.29%	00.38%
Laborers	#	1,592	1,272	320	118	28	754	151	325	122	9	5	53	13	13	1	0	0
	%	100.00%	79.90%	20.09%	07.41%	01.76%	47.36%	09.48%	20.41%	07.66%	00.57%	00.31%	03.33%	00.82%	00.82%	00.06%	00.00%	00.00%
Laborers RCLF		100%	84.35%	15.63%	11.49%	01.88%	56.78%	10.11%	12.56%	02.95%	00.82%	00.19%	01.07%	00.25%	00.06%	00.00%	01.57%	00.25%
Service Workers	#	416	385	31	16	1	287	23	67	7	6	0	9	0	0	0	0	0
	%	100.00%	92.55%	07.45%	03.85%	00.24%	68.99%	05.53%	16.11%	01.68%	01.44%	00.00%	02.16%	00.00%	00.00%	00.00%	00.00%	00.00%
Service Workers RCLF		100%	86.77%	11.77%	06.73%	00.96%	69.23%	08.41%	08.17%	02.16%	00.72%	00.00%	00.96%	00.00%	00.00%	00.00%	00.96%	00.24%
TOTAL WORKFORCE	#	20,778	12,110	8,668	647	317	8,660	5,515	2,300	2,512	127	92	328	210	39	20	9	2
	%	100.00%	58.28%	41.72%	03.11%	01.53%	41.68%	26.54%	11.07%	12.09%	00.61%	00.44%	01.58%	01.01%	00.19%	00.10%	00.04%	00.01%
TOTAL RCLF		100%	56.55%	42.87%	05.28%	03.61%	42.23%	31.55%	05.64%	05.25%	00.32%	00.26%	02.19%	01.55%	00.05%	00.03%	00.84%	00.62%

Primary Criteria:

Department_of_Defense_Defense_Logistics_Agency

Secondary Criteria:

Appointment Type Criteria:

Permanent

Data from: 09/30/2006

Printed on: 01/29/07

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status.

RCLF comparisons are based on 2000 Census National data.

Please see Data Definitions.

The Executive/Senior Level Officials and Managers includes grades 15, 16, 17, 18, 19, 0 (SES), and 99 (Executive Pay Act). Mid-level Officials and Managers includes grades 13 and 14. First-level Officials and Managers includes grades 1 to 12.

*** DLA is not yet collecting this data.

Table A4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Permanent Workforce - by Race/Ethnicity and Sex FY 2006

TOTAL EMPLOYEES				RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino				RACE/ETHNICITY							
				White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races			
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS - 1	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS - 2	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS - 3	#	28	15	13	1	1	10	7	4	5	0	0	0	0	0	0	0
	%	100.00%	53.57%	46.43%	03.57%	03.57%	35.71%	25.00%	14.29%	17.86%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS - 4	#	177	74	103	1	4	42	60	26	36	4	2	0	0	1	1	0
	%	99.99%	41.80%	58.19%	00.56%	02.26%	23.73%	33.90%	14.69%	20.34%	02.26%	01.13%	00.00%	00.00%	00.56%	00.00%	00.00%
GS - 5	#	712	322	390	14	11	204	240	82	117	14	19	0	1	6	2	0
	%	100.00%	45.23%	54.77%	01.97%	01.54%	28.65%	33.71%	11.52%	16.43%	01.97%	02.67%	00.00%	00.14%	00.84%	00.28%	00.00%
GS - 6	#	736	322	414	23	16	214	232	72	154	8	6	2	1	3	5	0
	%	100.01%	43.76%	56.25%	03.13%	02.17%	29.08%	31.52%	09.78%	20.92%	01.09%	00.82%	00.27%	00.14%	00.41%	00.68%	00.00%
GS - 7	#	1,702	822	880	35	32	599	515	162	285	19	31	1	4	5	13	1
	%	100.01%	48.30%	51.71%	02.06%	01.88%	35.19%	30.26%	09.52%	16.75%	01.12%	01.82%	00.06%	00.24%	00.29%	00.76%	00.00%
GS - 8	#	95	42	53	2	2	35	35	5	8	0	6	0	1	0	1	0
	%	100.00%	44.21%	55.79%	02.11%	02.11%	36.84%	36.84%	05.26%	08.42%	00.00%	06.32%	00.00%	01.05%	00.00%	01.05%	00.00%
GS - 9	#	1,799	833	966	43	34	607	606	154	287	18	24	2	5	9	10	0
	%	100.00%	46.30%	53.70%	02.39%	01.89%	33.74%	33.69%	08.56%	15.95%	01.00%	01.33%	00.11%	00.28%	00.50%	00.56%	00.00%
GS - 10	#	25	15	10	0	0	13	8	2	1	0	0	0	0	0	1	0
	%	100.00%	60.00%	40.00%	00.00%	00.00%	52.00%	32.00%	08.00%	04.00%	00.00%	00.00%	00.00%	00.00%	00.00%	04.00%	00.00%
GS - 11	#	3,734	1,842	1,892	87	73	1,332	1,182	358	583	41	31	4	4	18	18	2
	%	100.01%	49.33%	50.68%	02.33%	01.96%	35.67%	31.66%	09.59%	15.61%	01.10%	00.83%	00.11%	00.11%	00.48%	00.48%	00.03%
GS - 12	#	3,985	2,119	1,866	80	54	1,679	1,298	272	459	59	35	4	2	23	18	0
	%	100.01%	53.18%	46.83%	02.01%	01.36%	42.13%	32.57%	06.83%	11.52%	01.48%	00.88%	00.10%	00.05%	00.58%	00.45%	00.00%

GS - 13	#	1,819	1,013	806	37	17	834	617	108	159	23	9	1	1	8	2	2	1
	%	99.97%	55.68%	44.29%	02.03%	00.93%	45.85%	33.92%	05.94%	08.74%	01.26%	00.49%	00.05%	00.05%	00.44%	00.11%	00.11%	00.05%
GS - 14	#	769	452	317	15	10	388	233	43	59	3	12	1	0	2	3	0	0
	%	100.00%	58.78%	41.22%	01.95%	01.30%	50.46%	30.30%	05.59%	07.67%	00.39%	01.56%	00.13%	00.00%	00.26%	00.39%	00.00%	00.00%
GS - 15	#	298	194	104	2	3	177	88	13	11	1	0	0	0	1	2	0	0
	%	100.01%	65.11%	34.90%	00.67%	01.01%	59.40%	29.53%	04.36%	03.69%	00.34%	00.00%	00.00%	00.00%	00.34%	00.67%	00.00%	00.00%
All Other GS	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
SES	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
TOTAL	#	15,879	8,065	7,814	340	257	6,134	5,121	1,301	2,164	190	175	15	19	76	76	9	2
	%	100.00%	50.79%	49.21%	02.14%	01.62%	38.63%	32.25%	08.19%	13.63%	01.20%	01.10%	00.09%	00.12%	00.48%	00.48%	00.06%	00.01%

Primary Criteria:
Department_of_Defense_Defense_Logistics_Agency

Secondary Criteria:
None

Appointment Type Criteria:
Permanent

Data from: 09/30/2006
Printed on: 01/29/07

Data shown includes GS/GM; SES, and related grades for full-time, part-time, and intermittent permanent employees in a pay status.

Please see Data Definitions.

Percentages are based on row totals

2010	#	808	347	461	20	17	220	240	97	191	8	8	0	0	2	5	0
	%	100.00%	42.95%	57.05%	02.48%	02.10%	27.23%	29.70%	12.00%	23.64%	00.99%	00.99%	00.00%	00.00%	00.25%	00.62%	00.00%
2010	RCLF	100.01%	65.07%	34.94%	04.20%	02.15%	50.59%	27.43%	06.50%	03.64%	02.24%	01.07%	00.12%	00.01%	00.33%	00.14%	01.09%
2210	#	1,260	763	497	28	10	609	375	98	98	20	9	3	0	4	5	1
	%	100.00%	60.56%	39.44%	02.22%	00.79%	48.33%	29.76%	07.78%	07.78%	01.59%	00.71%	00.24%	00.00%	00.32%	00.40%	00.08%
2210	RCLF	100.00%	66.77%	33.23%	03.14%	01.55%	50.42%	24.73%	04.29%	03.48%	07.40%	02.89%	00.05%	00.02%	00.24%	00.11%	01.23%
6901	#	1,577	1,261	316	117	28	748	149	321	120	53	13	13	1	9	5	0
	%	100.00%	79.96%	20.04%	07.42%	01.78%	47.43%	09.45%	20.36%	07.61%	03.36%	00.82%	00.82%	00.06%	00.57%	00.32%	00.00%
6901	RCLF	100.02%	84.39%	15.63%	11.39%	01.89%	56.82%	10.06%	12.58%	02.99%	01.09%	00.28%	00.09%	00.01%	00.84%	00.16%	01.58%
6907	#	1,181	958	223	71	8	515	88	330	120	26	4	5	0	11	3	0
	%	100.00%	81.11%	18.88%	06.01%	00.68%	43.61%	07.45%	27.94%	10.16%	02.20%	00.34%	00.42%	00.00%	00.93%	00.25%	00.00%
6907	RCLF	100.02%	84.39%	15.63%	11.39%	01.89%	56.82%	10.06%	12.58%	02.99%	01.09%	00.28%	00.09%	00.01%	00.84%	00.16%	01.58%

Primary Criteria:
Department_of_Defense_Defense_Logistics_Agency

Secondary Criteria:
None

Appointment Type Criteria:
Permanent

Data from: 09/30/2006
Printed on: 01/29/07

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status.

This fixed list of major occupations was identified by the Administration EEO Office.

RCLF comparisons are based on 2000 Census National data.

Selected of those Identified	#	22	19	3	2	1	14	1	2	1	0	0	0	0	1	0	C
	%	100.02%	86.37%	13.65%	09.09%	04.55%	63.64%	04.55%	09.09%	04.55%	00.00%	00.00%	00.00%	00.00%	04.55%	00.00%	00.0
2003 RCLF		100.01%	65.07%	34.94%	04.20%	02.15%	50.59%	27.43%	06.50%	03.64%	02.24%	01.07%	00.12%	00.01%	00.33%	00.14%	01.0

2005

Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	**
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	**
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	**
Selected of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	**
2005 RCLF		100.00%	36.26%	63.74%	02.80%	04.44%	28.23%	48.90%	03.01%	07.32%	01.39%	01.76%	00.15%	00.08%	00.23%	00.60%	00.4

2010

Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	**
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	**
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	**
Selected of those Identified	#	104	58	46	4	2	31	21	19	18	3	3	0	0	1	2	C
2010 RCLF		99.99%	55.77%	44.22%	03.85%	01.92%	29.81%	20.19%	18.27%	17.31%	02.88%	02.88%	00.00%	00.00%	00.96%	01.92%	00.0
2210		100.01%	65.07%	34.94%	04.20%	02.15%	50.59%	27.43%	06.50%	03.64%	02.24%	01.07%	00.12%	00.01%	00.33%	00.14%	01.0

2210

Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	**
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	**
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	**
Selected of those Identified	#	66	51	15	6	1	36	10	7	3	1	1	0	0	1	0	C
2210 RCLF		100.03%	77.29%	22.74%	09.09%	01.52%	54.55%	15.15%	10.61%	04.55%	01.52%	01.52%	00.00%	00.00%	01.52%	00.00%	00.0

2210 RCLF	100.00%	66.77%	33.23%	03.14%	01.55%	50.42%	24.73%	04.29%	03.48%	07.40%	02.89%	00.05%	00.02%	00.24%	00.11%	01.2
6901																
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
6901 RCLF	#	417	323	94	20	6	42	101	41	6	3	2	1	2	1	0
	%	100.00%	77.46%	22.54%	04.80%	01.44%	10.07%	24.22%	09.83%	01.44%	00.72%	00.48%	00.24%	00.48%	00.24%	00.00
6901 RCLF		100.02%	84.39%	15.63%	11.39%	01.89%	10.06%	12.58%	02.99%	01.09%	00.28%	00.09%	00.01%	00.84%	00.16%	01.58
6907																
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
6907 RCLF	#	170	130	40	5	2	14	45	24	1	0	1	0	2	0	0
	%	100.02%	76.48%	23.54%	02.94%	01.18%	08.24%	26.47%	14.12%	00.59%	00.00%	00.59%	00.00%	01.18%	00.00%	00.00
6907 RCLF		100.02%	84.39%	15.63%	11.39%	01.89%	10.06%	12.58%	02.99%	01.09%	00.28%	00.09%	00.01%	00.84%	00.16%	01.58

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status.

This fixed list of major occupations was identified by DM&EEO.

RCLF comparisons are based on 2000 Census National data.

Table A8: NEW HIRES BY TYPE OF APPOINTMENT - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex FY 2006

Agency DD07	TOTAL EMPLOYEES			RACE/ETHNICITY											
				Hispanic or Latino		Non-Hispanic or Latino				Black or African American				Asian	
						White									
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Permanent	#	1,809	1,221	588	62	26	347	304	185	27	21	9	4	12	5
	%	100.00%	67.49%	32.51%	03.43%	01.44%	19.18%	16.80%	10.23%	01.49%	01.16%	00.50%	00.22%	00.66%	00.28%
Temporary	#	59	35	24	1	0	15	4	7	0	2	1	0	1	0
	%	99.98%	59.31%	40.67%	01.69%	00.00%	25.42%	06.78%	11.86%	00.00%	03.39%	01.69%	00.00%	00.00%	00.00%
Non-Appropriated	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
TOTAL	#	1,868	1,256	612	63	26	362	308	192	27	23	10	4	13	5
	%	100.01%	67.25%	32.76%	03.37%	01.39%	19.38%	16.49%	10.28%	01.45%	01.23%	00.54%	00.21%	00.70%	00.27%
RCLF	#	1,868	1,256	612	63	26	362	308	192	27	23	10	4	13	5
	%	100.01%	67.25%	32.76%	03.37%	01.39%	19.38%	16.49%	10.28%	01.45%	01.23%	00.54%	00.21%	00.70%	00.27%
Two or more/Other races	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

Primary Criteria:
Department_of_Defense_Defense_Logistics_Agency

Secondary Criteria:
None

RCLF Criteria:
MSA

Data from: 09/30/2006
Printed on: 01/29/07

Data shown includes full-time, part-time, and intermittent permanent and temporary employees in a pay status.

RCLF comparisons are based on 2000 Census National data.

Table A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, 15, and SES) - Permanent Workforce - Distribution by Race/Ethnicity and Sex FY 2006

TOTAL EMPLOYEES				RACE/ETHNICITY															
				Hispanic or Latino				Non-Hispanic or Latino				American Indian or Alaska Native						Two or more/Other races	
				White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		male		female		male		female	
All				male	female	male	female	male	female	male	female	male	female	male	female	male	female		
GRADE: GS 13/14																			
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***		
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***		
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***		
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***		
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%		
Relevant Pool		5,804	3,132	2,672	117	71	2,513	1,915	380	618	82	44	5	3	31	20	4		
GRADE: GS 15																			
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***		
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***		
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***		
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***		
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%		
Relevant Pool		769	452	317	15	10	388	233	43	59	3	12	1	0	2	3	0		
GRADE: SES																			
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***		
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***		
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***		
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***		
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%		
Relevant Pool		298	194	104	2	3	177	88	13	11	1	0	0	0	1	2	0		

Primary Criteria:
Department_of_Defense_Logistics_Agency

Secondary Criteria:
None

Appointment Type Criteria:
Permanent

Data from: 09/30/2006
Printed on: 01/29/07

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status.

Please see Data Definitions for NOA codes and Pay Plans included in this report.

*** This data is not available.

Primary Criteria:
Department_of_Defense_Defense_Logistics_Agency

Secondary Criteria:
None

Location Criteria:
All Locations

Data from: 09/30/2006
Printed on: 01/29/07

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status.

Please see Data Definitions for NOA codes included in the types recognition and awards.

*** This data is not available.

Table A14: SEPARATIONS BY TYPE OF SEPARATION - Permanent Workforce - by Race/Ethnicity and Sex FY 2006

TOTAL EMPLOYEES					RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino						American Indian or Alaska Native				Two or more races	
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
Voluntary	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
	#	1,735	1,152	583	64	25	813	386	208	143	24	5	1	11	4	0	0	
Involuntary	%	100.00%	66.40%	33.60%	03.69%	01.44%	46.86%	22.25%	11.99%	08.24%	01.38%	00.29%	00.06%	00.63%	00.23%	00.00%	00.00%	
	#	166	134	32	9	1	59	15	63	15	2	0	0	1	1	0	0	
Total Separations	%	99.99%	80.71%	19.28%	05.42%	00.60%	35.54%	09.04%	37.95%	09.04%	01.20%	00.00%	00.00%	00.60%	00.60%	00.00%	00.00%	
	#	1,942	1,311	631	74	26	890	405	275	169	55	25	1	12	5	0	0	
Total Work Force	%	100.00%	67.51%	32.49%	03.81%	01.34%	45.83%	20.85%	14.16%	08.70%	02.83%	01.29%	00.26%	00.62%	00.26%	00.00%	00.00%	
	#	20,825	12,155	8,670	649	317	8,688	5,515	2,313	2,513	329	211	39	20	128	9	2	
	%	100.00%	58.37%	41.63%	03.12%	01.52%	41.72%	26.48%	11.11%	12.07%	01.58%	01.01%	00.19%	00.10%	00.61%	00.04%	00.01%	

Primary Criteria:
Department_of_Defense_Defense_Logistics_Agency

Secondary Criteria:
None

Appointment Type Criteria:
Permanent

Data from: 09/30/2006
Printed on: 01/29/07

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status.

Please see Data Definitions for NOA codes included in the types of separations.

Table B1: Total Workforce - by Disability FY 2006

	TOTAL	Total by Disability Status					Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	{71-78} Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
TOTAL															
FY 2005	#	21,159	18,725	574	1,422	438	121	33	27	63	21	59	44	55	15
	%	100.00%	88.50%	02.71%	06.72%	02.07%	00.57%	00.16%	00.13%	00.30%	00.10%	00.28%	00.21%	00.26%	00.07%
FY 2006	#	20,927	18,556	522	1,438	411	110	30	26	60	21	53	42	55	14
	%	100.00%	88.67%	02.49%	06.87%	01.96%	00.53%	00.14%	00.12%	00.29%	00.10%	00.25%	00.20%	00.26%	00.07%
Difference	#	-232	-169	-52	16	-27	110	30	26	60	21	53	42	55	14
	%	00.00%	00.17%	-00.22%	00.15%	-00.11%	-00.04%	-00.02%	-00.01%	-00.01%	00.00%	-00.03%	-00.01%	00.00%	00.00%
Net Change	%	-01.10%	-00.90%	-09.06%	01.13%	-06.16%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Federal High	%				02.27%										
PERMANENT															
FY 2005	#	20,760	18,357	565	1,403	435	121	33	26	62	21	58	44	55	15
	%	100.00%	88.42%	02.72%	06.76%	02.10%	00.58%	00.16%	00.13%	00.30%	00.10%	00.28%	00.21%	00.26%	00.07%
FY 2006	#	20,825	18,464	520	1,430	411	110	30	26	60	21	53	42	55	14
	%	100.00%	88.66%	02.50%	06.87%	01.97%	00.53%	00.14%	00.12%	00.29%	00.10%	00.25%	00.20%	00.26%	00.07%
Difference	#	65	107	-45	27	-24	110	30	26	60	21	53	42	55	14
	%	00.00%	00.24%	-00.22%	00.11%	-00.13%	-00.05%	-00.02%	-00.01%	-00.01%	00.00%	-00.03%	-00.01%	00.00%	00.00%
Net Change	%	00.31%	00.58%	-07.96%	01.92%	-05.52%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
TEMPORARY															
FY 2005	#	399	368	9	19	3	0	0	1	1	0	1	0	0	0
	%	100.00%	92.23%	02.26%	04.76%	00.75%	00.00%	00.00%	00.25%	00.25%	00.00%	00.25%	00.00%	00.00%	00.00%
FY 2006	#	102	92	2	8	0	0	0	0	0	0	0	0	0	0
	%	100.00%	90.20%	01.96%	07.84%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Difference	#	-297	-276	-7	-11	-3	0	0	0	0	0	0	0	0	0

Ratio Change	%	00.00%	-02.03%	-00.30%	03.08%	-00.75%	00.00%	00.00%	00.00%	-00.25%	00.00%	-00.25%	00.00%	00.00%	00.00%	00.00%
Net Change	%	-74.44%	-75.00%	-77.78%	-57.89%	-00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

Primary Criteria:
Department_of_Defense_Defense_Logistics_Agency

Secondary Criteria:
None

Location Criteria:
All Locations

Data from: 09/30/2006
Printed on: 01/29/07

Data shown includes full-time, part-time, and intermittent employees in a pay status.

Ratio Change - Simple subtraction of Current Fiscal Year % from Prior Fiscal Year %. This is the standard DLA measure of change of representation and is called Change % in other DLA reports.

Net Change - According to EEOC, this is calculated by dividing difference in employment numbers (current year vs prior year) by the number of employees in the prior year.

[illegible]

HH	#	59	50	5	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	84.75%	08.47%	06.78%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
HY	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
JZ	#	91	77	2	11	1	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	84.62%	02.20%	12.09%	01.10%	00.00%	00.00%	01.10%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
JH	#	1,200	1,054	40	95	11	1	0	1	3	0	2	0	3	0	3	1	1	1
	%	100.00%	87.83%	03.33%	07.92%	00.92%	00.08%	00.00%	00.08%	00.25%	00.00%	00.17%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
JK	#	10	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
JQ	#	790	716	9	54	11	2	2	1	1	1	2	0	2	0	0	2	2	2
	%	100.00%	90.63%	01.14%	06.84%	01.39%	00.25%	00.25%	00.13%	00.13%	00.13%	00.25%	00.00%	00.00%	00.00%	00.00%	00.25%	00.25%	00.25%
JV	#	10	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
JZ	#	1,476	1,329	27	74	46	15	1	0	7	0	2	11	7	3	7	3	3	3
	%	100.00%	90.04%	01.83%	05.01%	03.12%	01.02%	00.07%	00.00%	00.47%	00.00%	00.14%	00.75%	00.47%	00.20%	00.47%	00.20%	00.20%	00.20%
KN	#	85	76	0	8	1	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	89.41%	00.00%	09.41%	01.18%	00.00%	00.00%	00.00%	01.18%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
KO	#	295	273	1	13	8	3	1	1	0	0	1	2	0	0	0	0	0	0
	%	100.00%	92.54%	00.34%	04.41%	02.71%	01.02%	00.34%	00.34%	00.00%	00.00%	00.34%	00.68%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
KP	#	108	97	4	5	2	0	0	0	1	0	1	0	0	0	0	0	0	0
	%	100.00%	89.81%	03.70%	04.63%	01.85%	00.00%	00.00%	00.00%	00.93%	00.00%	00.93%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
KQ	#	73	67	2	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	91.78%	02.74%	05.48%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
KR	#	240	213	5	18	4	2	0	0	0	0	2	0	0	0	0	0	0	0
	%	100.00%	88.75%	02.08%	07.50%	01.67%	00.83%	00.00%	00.00%	00.00%	00.00%	00.83%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
LA	#	1,023	831	75	95	22	3	0	3	5	1	4	0	5	1	5	1	1	1
	%	100.00%	81.23%	07.33%	09.29%	02.15%	00.29%	00.00%	00.29%	00.49%	00.10%	00.39%	00.09%	00.49%	00.10%	00.49%	00.10%	00.10%	00.10%
ND	#	12	11	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	91.67%	00.00%	08.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

NF	#	451	390	11	40	10	7	0	1	0	0	0	1	1	0
	%	100.00%	86.47%	02.44%	08.87%	02.22%	01.55%	00.00%	00.22%	00.00%	00.00%	00.00%	00.22%	00.22%	00.00%
NH	#	33	30	1	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	90.91%	03.03%	06.06%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NK	#	15	8	2	4	1	0	0	0	0	1	0	0	0	0
	%	100.00%	53.33%	13.33%	26.67%	06.67%	00.00%	00.00%	00.00%	00.00%	06.67%	00.00%	00.00%	00.00%	00.00%
NL	#	19	17	1	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	89.47%	05.26%	05.26%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NM	#	65	59	2	4	0	0	0	0	0	0	0	0	0	0
	%	100.00%	90.77%	03.08%	06.15%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
PA	#	830	752	27	40	11	5	1	1	2	1	0	0	1	0
	%	100.00%	90.60%	03.25%	04.82%	01.33%	00.60%	00.12%	00.12%	00.24%	00.12%	00.00%	00.00%	00.12%	00.00%
SA	#	8	6	0	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	75.00%	00.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
T4	#	85	77	4	3	1	0	0	1	0	0	0	0	0	0
	%	100.00%	90.59%	04.71%	03.53%	01.18%	00.00%	00.00%	01.18%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
TA	#	2,655	2,450	27	122	56	7	14	4	11	4	4	3	8	1
	%	100.00%	92.28%	01.02%	04.60%	02.11%	00.26%	00.53%	00.15%	00.41%	00.15%	00.15%	00.11%	00.30%	00.04%
UF	#	83	75	0	7	1	0	0	0	0	0	0	0	1	0
	%	100.00%	90.36%	00.00%	08.43%	01.20%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.20%	00.00%
X3	#	96	85	3	6	2	1	0	0	1	0	0	0	0	0
	%	100.00%	88.54%	03.13%	06.25%	02.08%	01.04%	00.00%	00.00%	01.04%	00.00%	00.00%	00.00%	00.00%	00.00%
X7	#	29	26	3	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	89.66%	10.34%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Z0	#	696	605	14	50	27	19	0	0	3	0	2	2	1	0
	%	100.00%	86.93%	02.01%	07.18%	03.88%	02.73%	00.00%	00.00%	00.43%	00.00%	00.29%	00.29%	00.14%	00.00%
Z4	#	10	10	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

Primary Criteria:
Department_of_Defense_Logistics_Agency

Secondary Criteria:

DAPS_HEADQUARTERS,
DEF_DIST_CENTER_PA,
DEF_DIST_DEPOT_ALBANY,
DEF_DIST_DEPOT_ANNISTON,
DEF_DIST_DEPOT_BARSTOW,
DEF_DIST_DEPOT_CHERRY_POINT,
DEF_DIST_DEPOT_COLUMBUS,
DEF_DIST_DEPOT_CORPUS_CHRISTI,
DEF_DIST_DEPOT_EUROPE,
DEF_DIST_DEPOT_HILL,
DEF_DIST_DEPOT JACKSONVILLE,
DEF_DIST_DEPOT_KUWAIT_SW_ASIA,
DEF_DIST_DEPOT_NORFOLK,
DEF_DIST_DEPOT OKLAHOMA_CITY,
DEF_DIST_DEPOT_PEARL_HARBOR,
DEF_DIST_DEPOT_PUGET_SOUND,
DEF_DIST_DEPOT_RED_RIVER,
DEF_DIST_DEPOT_RICHMOND_VIRGINIA,
DEF_DIST_DEPOT_SAN_DIEGO,
DEF_DIST_DEPOT_SAN_JOAQUIN,
DEF_DIST_DEPOT_SIGONELLA,
DEF_DIST_DEPOT_SUSQUEHANNA,
DEF_DIST_DEPOT_TOBYHANNA,
DEF_DIST_DEPOT_WARNER_ROBINS,
DEF_DIST_DEPOT_YOKOSUKA_JAPAN,
DEF_DIST_MAPPING_ACTIVITY,
DEF_NATIONAL_STOCKPILE_CTR,
DEF_REUTIL_MKTG_SERVICE,
DEFENSE_DIST_DEPOT_GUAM_MARIANAS,
DEFENSE_DISTRIBUTION_CENTER_KOREA,
DEFENSE_ENERGY_SUPPORT_CENTER,
DEFENSE_HUMAN_RESOURCES_ACTIV

RCLF Criteria:
MSA

Appointment Type Criteria:
Permanent and Temporary

Data from: 09/30/2006
Printed on: 01/31/07

Data shown includes full-time, part-time, and intermittent employees in a pay status.

Table B3: OCCUPATIONAL GROUPS - Permanent Workforce - Distribution by Disability FY 2006

Occupational Category	Total WF	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Executive/Senior Level Officials and Managers	#	226	10	8	1	0	0	0	1	0	0	0	0	0
	%	100.00%	04.42%	03.54%	00.44%	00.00%	00.00%	00.00%	00.44%	00.00%	00.00%	00.00%	00.00%	00.00%
Mid-Level Officials and Managers	#	1,832	36	79	7	1	0	0	3	1	1	0	1	0
	%	100.00%	01.97%	04.31%	00.38%	00.05%	00.00%	00.00%	00.16%	00.05%	00.05%	00.00%	00.05%	00.00%
First-Level Officials and Managers	#	8,084	7,157	577	113	12	13	13	22	9	15	0	24	5
	%	100.00%	02.93%	07.14%	01.40%	00.15%	00.16%	00.16%	00.27%	00.11%	00.19%	00.00%	00.30%	00.06%
Professionals	#	2,526	2,259	69	57	15	9	7	9	3	9	0	5	0
	%	100.00%	89.43%	02.73%	02.26%	00.59%	00.36%	00.28%	00.36%	00.12%	00.36%	00.00%	00.20%	00.00%
Technicians	#	206	169	3	27	1	0	0	3	0	2	0	1	0
	%	100.00%	82.04%	01.46%	03.40%	00.49%	00.00%	00.00%	01.46%	00.00%	00.97%	00.00%	00.49%	00.00%
Sales	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Office and Clerical	#	3,251	2,757	78	291	47	7	4	16	5	16	17	7	6
	%	100.00%	84.80%	02.40%	03.84%	01.45%	00.22%	00.12%	00.49%	00.15%	00.49%	00.52%	00.22%	00.18%
Craft	#	781	695	13	59	5	0	0	1	0	1	2	5	0
	%	100.00%	88.99%	01.66%	01.79%	00.64%	00.00%	00.00%	00.13%	00.00%	00.13%	00.26%	00.64%	00.00%
Operative	#	1,864	1,647	40	125	17	0	1	4	0	6	16	7	1
	%	100.00%	88.36%	02.15%	02.79%	00.91%	00.00%	00.05%	00.21%	00.00%	00.32%	00.86%	00.38%	00.05%
Laborers	#	1,592	1,428	30	102	12	1	1	1	1	3	7	5	1
	%	100.00%	89.70%	01.88%	02.01%	00.75%	00.06%	00.06%	00.06%	00.06%	00.19%	00.44%	00.31%	00.06%
Service Workers	#	416	391	4	19	0	0	0	0	1	0	0	0	1
	%	100.00%	93.99%	00.96%	00.48%	00.00%	00.00%	00.00%	00.00%	00.24%	00.00%	00.00%	00.00%	00.24%
Total Work Force	#	20,778	18,420	520	1,428	110	30	26	60	20	53	42	55	14
	%	100.00%	88.65%	02.50%	01.97%	00.53%	00.14%	00.13%	00.29%	00.10%	00.26%	00.20%	00.26%	00.07%

Primary Criteria:
Department of Defense Defense Logistics Agency

Secondary Criteria:

Appointment Type Criteria:
Permanent

Data from: 09/30/2006
Printed on: 01/29/07

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status.

Please see Data Definitions.

Table B4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Permanent Workforce - by Disability FY 2006

TOTAL		Total by Disability Status					Detail for Targeted Disabilities											
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine				
GS - 1	#	0	0	0	0	0	0	0	0	0	0	0	0	0				
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%				
GS - 2	#	0	0	0	0	0	0	0	0	0	0	0	0	0				
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%				
GS - 3	#	28	17	3	8	0	0	0	0	0	1	6	1	0				
	%	100.00%	60.71%	10.71%	28.57%	00.00%	00.00%	00.00%	00.00%	00.00%	03.57%	21.43%	03.57%	00.00%				
GS - 4	#	177	128	3	22	5	1	0	10	1	2	2	0	1				
	%	100.00%	72.32%	01.69%	12.43%	02.82%	00.56%	00.00%	05.65%	00.56%	01.13%	01.13%	00.00%	00.00%				
GS - 5	#	712	565	86	42	14	2	2	4	3	6	6	4	1				
	%	100.00%	79.35%	12.08%	05.90%	01.97%	00.28%	00.28%	00.56%	00.42%	00.84%	00.84%	00.56%	00.14%				
GS - 6	#	736	629	17	23	9	2	0	3	1	4	0	2	2				
	%	100.00%	85.46%	09.10%	03.13%	01.22%	00.27%	00.00%	00.41%	00.14%	00.54%	00.00%	00.27%	00.27%				
GS - 7	#	1,702	1,501	136	32	16	3	1	3	0	4	1	2	2				
	%	100.00%	88.19%	07.99%	01.88%	00.94%	00.18%	00.06%	00.18%	00.00%	00.24%	00.06%	00.12%	00.12%				
GS - 8	#	95	85	6	2	0	0	0	0	0	2	0	0	0				
	%	100.00%	89.47%	02.11%	02.11%	00.00%	00.00%	00.00%	00.00%	00.00%	02.11%	00.00%	00.00%	00.00%				
GS - 9	#	1,799	1,578	128	36	10	1	3	9	2	3	0	6	2				
	%	100.00%	87.72%	03.17%	02.00%	00.56%	00.06%	00.17%	00.50%	00.11%	00.17%	00.00%	00.33%	00.11%				
GS - 10	#	25	22	1	0	0	0	0	0	0	0	0	0	0				
	%	100.00%	88.00%	04.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%				
GS - 11	#	3,734	3,265	274	75	8	12	8	13	7	12	0	13	2				
	%	100.00%	87.44%	03.21%	02.01%	00.21%	00.32%	00.21%	00.35%	00.19%	00.32%	00.00%	00.35%	00.05%				
GS - 12	#	3,985	3,586	251	48	8	8	7	8	2	6	0	8	1				
	%	100.00%	89.99%	02.51%	01.20%	00.20%	00.20%	00.18%	00.20%	00.05%	00.15%	00.00%	00.20%	00.03%				
GS - 13	#	1,819	1,701	75	8	2	0	0	0	2	2	0	2	0				
	%	100.00%	93.51%	01.92%	00.44%	00.11%	00.00%	00.00%	00.00%	00.11%	00.11%	00.00%	00.11%	00.00%				

GS - 14	#	769	706	22	37	4	0	0	1	3	0	0	0	0	0	0
	%	100.00%	91.81%	02.86%	04.81%	00.52%	00.00%	00.00%	00.13%	00.39%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS - 15	#	298	273	13	11	1	0	0	0	1	0	0	0	0	0	0
	%	100.00%	91.61%	04.36%	03.69%	00.34%	00.00%	00.00%	00.00%	00.34%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other GS	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
SES	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
TOTAL	#	15,879	14,056	422	1,100	301	72	29	22	54	18	42	15	38	11	11
	%	100.00%	88.52%	02.66%	06.93%	01.90%	00.45%	00.18%	00.14%	00.34%	00.11%	00.26%	00.09%	00.24%	00.07%	00.07%

Primary Criteria:
Department_of_Defense_Defense_Logistics_Agency

Secondary Criteria:
None

Appointment Type Criteria:
Permanent

Data from: 09/30/2006
Printed on: 01/29/07

Data shown includes GS/GM, SES, and related grades for full-time, part-time, and intermittent permanent employees in a pay status.

Please see Data Definitions.

Percentages are based on row totals

Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Disability FY 2006

0	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
301	#	1,843	1,692	40	95	16	2	2	1	6	1	3	0	1	0
	%	100.00%	91.81%	02.17%	05.15%	00.87%	00.11%	00.11%	00.05%	00.33%	00.05%	00.16%	00.00%	00.05%	00.00%
343	#	798	701	22	64	11	1	4	1	2	0	0	0	2	1
	%	100.00%	87.84%	02.76%	08.02%	01.38%	00.13%	00.50%	00.13%	00.25%	00.00%	00.00%	00.00%	00.25%	00.13%
1102	#	2,170	1,959	58	131	22	3	2	1	4	0	2	0	9	1
	%	100.00%	90.28%	02.67%	06.04%	01.01%	00.14%	00.09%	00.05%	00.18%	00.00%	00.09%	00.00%	00.41%	00.05%
1910	#	862	769	24	60	9	0	1	1	1	1	1	0	3	1
	%	100.00%	89.21%	02.78%	06.96%	01.04%	00.00%	00.12%	00.12%	00.12%	00.12%	00.12%	00.00%	00.35%	00.12%
2001	#	813	701	33	65	14	5	1	1	3	1	1	0	2	0
	%	100.00%	86.22%	04.06%	08.00%	01.72%	00.62%	00.12%	00.12%	00.37%	00.12%	00.12%	00.00%	00.15%	00.00%
2003	#	748	645	32	65	6	0	0	1	0	1	2	0	2	0
	%	100.00%	86.23%	04.28%	08.69%	00.80%	00.00%	00.00%	00.13%	00.00%	00.13%	00.27%	00.00%	00.27%	00.00%
2005	#	824	711	16	70	27	12	2	0	2	1	4	2	2	2
	%	100.00%	86.29%	01.94%	08.50%	03.28%	01.46%	00.24%	00.00%	00.24%	00.12%	00.49%	00.24%	00.24%	00.24%
2010	#	808	718	25	51	14	1	3	2	1	4	2	0	1	0
	%	100.00%	88.86%	03.09%	06.31%	01.73%	00.12%	00.37%	00.25%	00.12%	00.50%	00.25%	00.00%	00.12%	00.00%
2210	#	1,260	1,108	37	74	41	13	8	3	8	3	3	0	3	0
	%	100.00%	87.94%	02.94%	05.87%	03.25%	01.03%	00.63%	00.24%	00.63%	00.24%	00.24%	00.00%	00.24%	00.00%
6901	#	1,577	1,421	30	98	28	11	1	1	1	1	3	4	5	1
	%	100.00%	90.11%	01.90%	06.21%	01.78%	00.70%	00.06%	00.06%	00.06%	00.06%	00.19%	00.25%	00.32%	00.06%
6907	#	1,181	1,054	26	81	20	7	0	1	2	0	0	5	4	1
	%	100.00%	89.25%	02.20%	06.86%	01.69%	00.59%	00.00%	00.08%	00.17%	00.00%	00.00%	00.42%	00.34%	00.08%

Primary Criteria:
Department_of_Defense_Defense_Logistics_Agency

Secondary Criteria:
None

Appointment Type Criteria:
Permanent

Data from: 09/30/2006
Printed on: 01/29/07

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status.

This fixed list of major occupations was identified by the Administration EEO Office.

RCLF comparisons are based on 2000 Census National data.

Table B7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Disability FY 2006

TOTAL		Total by Disability Status				Detail for Targeted Disabilities									
		{05} No Disability	{01} Not Identified	{06-94} Disability	Targeted Disability	{16, 17} Deafness	{23, 25} Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Schedule A															
Applications	#	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	
Hires	#	24	0	8	4	0	1	1	1	0	0	0	1	0	
	%	100.00. %	00.00. %	33.33. %	16.67. %	00.00. %	04.17. %	04.17. %	04.17. %	00.00. %	00.00. %	00.00. %	04.17. %	00.00. %	
Voluntarily Identified (Outside of Schedule A Applicants)															
Applications	#	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	
Hires	#	1,785	1,617	35	10	0	0	2	1	0	1	0	5	1	
	%	100.00. %	90.59. %	01.96. %	00.56. %	00.00. %	00.00. %	00.11. %	00.06. %	00.00. %	00.06. %	00.00. %	00.28. %	00.06. %	

Primary Criteria:
Department_of_Defense_Defense_Logistics_Agency

Secondary Criteria:
None

Appointment Type Criteria:
Permanent

Data from: 09/30/2006
Printed on: 01/29/07

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status.

This fixed list of major occupations was identified by DM&EEO.

Table B8: NEW HIRES BY TYPE OF APPOINTMENT - Permanent and Temporary Workforce - Distribution by Disability FY 2006

Agency DD07		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Permanent	#	1,809	1,629	35	131	14	0	1	3	2	0	1	0	6	1
	%	100.00 %	90.05 %	01.93 %	07.24 %	00.77 %	00.00 %	00.06 %	00.17 %	00.11 %	00.00 %	00.06 %	00.00 %	00.33 %	00.06 %
Temporary	#	59	55	0	4	0	0	0	0	0	0	0	0	0	0
	%	100.00 %	93.22 %	00.00 %	06.78 %	00.00 %	00.00 %	00.00 %	00.00 %	00.00 %	00.00 %	00.00 %	00.00 %	00.00 %	00.00 %
Non-Appropriated	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00 %	00.00 %	00.00 %	00.00 %	00.00 %	00.00 %	00.00 %	00.00 %	00.00 %	00.00 %	00.00 %	00.00 %	00.00 %	00.00 %
TOTAL	#	1,868	1,684	35	135	14	0	1	3	2	0	1	0	6	1
	%	100.00 %	90.15 %	01.87 %	07.23 %	00.75 %	00.00 %	00.05 %	00.16 %	00.11 %	00.00 %	00.05 %	00.00 %	00.32 %	00.05 %
Prior Year	%	100.00 %	90.62 %	02.65 %	06.32 %	00.41 %	00.00 %	00.00 %	00.10 %	00.31 %	00.00 %	00.00 %	00.00 %	00.00 %	00.00 %

Primary Criteria:
Department_of_Defense_Defense_Logistics_Agency

Secondary Criteria:
None

Data from: 09/30/2006
Printed on: 01/29/07

Data shown includes full-time, part-time, and intermittent permanent and temporary employees in a pay status and .

Table B11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, 15, and SES) - Permanent Workforce - Distribution by Disability FY 2006

TOTAL		Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
GRADE: GS 13/14															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
Relevant Pool		5,804	5,287	135	326	56	8	7	8	4	8	0	10	1	
GRADE: GS 15															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
Relevant Pool		769	706	22	37	4	0	1	3	0	0	0	0	0	
GRADE: SES															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
Relevant Pool		298	273	13	11	1	0	0	1	0	0	0	0	0	

Primary Criteria:
Department_of_Defense_Defense_Logistics_Agency

Secondary Criteria:
None

Appointment Type Criteria:
Permanent

Data from: 09/30/2006
Printed on: 01/29/07

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status.

Please see Data Definitions for NOA codes and Pay Plans included in this report.

*** This data is not available.

Primary Criteria:
Department_of_Defense_Defense_Logistics_Agency

Secondary Criteria:
None

Location Criteria:
All Locations

Data from: 09/30/2006
Printed on: 01/29/07

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status.

Please see Data Definitions for NOA codes included in the types recognition and awards.

*** This data is not available.

Table B14: SEPARATIONS BY TYPE OF SEPARATION - Permanent Workforce - by Disability FY 2006

	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Voluntary	#	1,735	1,505	63	137	30	9	2	2	5	0	1	4	2
	%	100.00%	86.74%	03.63%	07.90%	01.73%	00.52%	00.12%	00.12%	00.29%	00.00%	00.29%	00.06%	00.12%
Involuntary	#	166	141	6	16	3	0	1	0	0	0	2	0	0
	%	100.00%	84.94%	03.61%	09.64%	01.81%	00.00%	00.60%	00.00%	00.00%	00.00%	01.20%	00.00%	00.00%
Total Separations	#	1,942	1,681	72	156	33	9	3	2	5	0	7	1	2
	%	100.00%	86.56%	03.71%	08.03%	01.70%	00.46%	00.15%	00.10%	00.26%	00.00%	00.36%	00.05%	00.10%
Total Work Force	#	20,825	18,464	520	1,430	411	110	30	26	60	21	53	42	14
	%	100.00%	88.66%	02.50%	06.87%	01.97%	00.53%	00.14%	00.12%	00.29%	00.10%	00.25%	00.20%	00.07%

Primary Criteria:
Department_of_Defense_Defense_Logistics_Agency

Secondary Criteria:
None

Appointment Type Criteria:
Permanent

Data from: 09/30/2006
Printed on: 01/29/07

Data shown includes WG grades for full-time, part-time, and intermittent permanent employees in a pay status.

Please see Data Definitions for NOA codes included in the types of separations.